

## PRESIDENT'S COLUMN

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Warped political  
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# CAUT ACPPU BULLETIN

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## Liberal Caucus Hears Call for Accessibility

"CURRENT tuition levels in Canada would have prevented many of you from getting the post-secondary education you did," CAUT executive director James Turk told members of the federal government's caucus committee on post-secondary education at last month's Liberal summer caucus retreat.

"For those of you who could have gone under these circumstances, many of you would have had to make different career choices because of the substantial debts you would have incurred to pay for your education," Turk added.


CAUT was one of 22 national organizations invited to address the committee on the theme of access and what the federal government can do to help ensure greater accessibility to post-secondary education.

Tom Breneman, president of the Canadian Dental Association, told the more than two dozen MPs and senators that professional school fees are preventing many students from pursuing professional education and encumbering others with massive debts that will skew where they choose to work after graduation.

"When I entered the dental program at the University of Manitoba, tuition fees were in the neighbourhood of \$500 a year. My family was not particularly affluent, so \$500 was not peanuts, but it was manageable," Breneman said.

"It meant my debt on graduation was about \$3,000 — which was about 10 per cent of what I could expect to earn in a single year of practice. Now, with current tuition fees and other educational costs, many students are looking at debts equal to two to three years' income. That's why smaller and rural areas are experiencing shortages, and many graduates are choosing to go to established practices in large urban centres."

Canadian Federation of Students national chair, Ian Boyko, took exception to some points by presenters who talked about access in terms of "capacity" rather than cost.

See LIBERAL CAUCUS Page A6 

## CAUT Defends Academics Named in Major Lawsuit

UNIVERSITY of British Columbia graduate student Cynthia Maughan has filed an \$18 million lawsuit in B.C.'s Supreme Court against the university and four faculty members, alleging discrimination against her based on her Christian beliefs.

"The unfounded allegations of discrimination in this case raise fundamental issues of academic freedom that have potential implications for every faculty member in the country," said CAUT executive director James Turk. "Issues include our freedom in conducting our classes, what we can say in seminars and class discussions, what comments we write on papers and our right to be frank in letters we write."

Maughan, an M.A. student in English, enrolled in Professor Lorraine Weir's graduate course Strategies in Literary Theory in January 2001.

According to the statement of claim, Maughan alleges that Weir acted in a discriminatory manner. For example, Weir is cited for allowing students to schedule a special class on a Sunday, to which Maughan had not initially objected, and notwithstanding the fact that when Maughan did raise a concern, Weir gave her an alternative assignment in lieu of the class.


She also objected to the critical comments she received from Weir on her papers and to the professor's expressed concern because she refused to participate in class discussions.

Maughan's court action was preceded by appeals to the English department's equity committee, the faculty of graduate studies and UBC's Senate Committee on Appeals on Academic Standing. Each appeal was made on a somewhat different basis and, in each case, her appeal was rejected.



Lorraine Weir

Both the English department and the faculty of graduate studies found there was no wrongdoing on the part of Weir. The senate committee, while dismissing the appeal, made additional comments that criticized Weir for failing to open an email attachment from Maughan in a timely manner and criticized the English department for attacking Maughan's character.

See LAWSUIT Page A10 


## L'ACPPU défend des universitaires mêlés à une importante poursuite

UNE diplômée de l'Université de la Colombie-Britannique (UBC), Cynthia Maughan, intente une poursuite de 18 millions de dollars devant la Cour suprême de la Colombie-Britannique contre l'université et quatre membres du corps professoral qui auraient exercé de la discrimination à son égard en raison de ses convictions chrétiennes.

« Les accusations non fondées de discrimination dans cette affaire soulèvent des problèmes fondamentaux de liberté universitaire qui pourraient avoir des conséquences pour tous les pro-

fesseurs d'université du pays », a déclaré le directeur général de l'ACPPU, James Turk. « Ces problèmes touchent à la liberté de diriger nos cours, à ce que nous pouvons dire dans les séminaires et dans les discussions en classe, aux commentaires que nous écrivons sur les travaux des étudiants et à notre droit d'être honnêtes dans les lettres que nous écrivons. »

En janvier 2001, M<sup>me</sup> Maughan, étudiante à

Voir POURSUITE à la page A8 

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Discount Rates Page A4

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5 October 2003

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# LETTERS COURRIER

## Privatization Boosts Quality

Victor Catano writes (Bulletin, June 2003) that "privatization threatens the quality of education." He's right — it threatens to improve it. Private institutions will compete for students, faculty and staff with subsidized public institutions. Students at successful private institutions will pay substantially higher tuition fees than, at a minimum, reflect the cost of the subsidy.

Students will not voluntarily pay higher fees for the same services they could get elsewhere. The differences in fees will need to reflect the difference in the level and quality of educational services offered by the competing institutions. Average quality will rise, provided the public institutions maintain their standards. I'm sure we can count on CAUT to help maintain those standards.

What Catano probably meant to say, and what surely galls him, is that "privatization threatens the equality of education." I would cheerfully agree with that assessment.

JOHN HEANEY  
Business Administration  
Simon Fraser University

## Academic Bankruptcy

I wish to register my protest against CAUT's support for the AAUP plan to censure the University of South Florida in the case of Sami Al-Arian (Bulletin, June 2003). This is a singularly unwise course of action. It has so little to do with academic freedom that if the implied policy of the AAUP (and so also of CAUT) were to be followed through consistently, it would, in fact, amount to the total discrediting of academic freedom.

Academic freedom is not meant to allow the freedom to plan, organize and help enact (Islamist) terrorism against the United States, Israel or any other Western liberal democratic country. A professor who uses his freedom in the university to conceal his terrorist activities is committing the ultimate abuse of academic freedom. This is something that should be absolutely clear to us.

Even to have such serious charges laid against a professor, in a free society governed by law, is to render him unfit for any association with a free university while the trial is being conducted, since a free university is duty-bound to distance itself from a man actively at war with the free society on which the university and its academic freedom depend. If Al-Arian is exonerated, let him apply for readmission subsequent to the trial. But until then, let there be no doubts on which side professors stand — against terrorism and against those who would destroy our societies and our universities by bloodshed and atrocity in the name of "religious" totalitarianism.

Indeed, it is not the mere use of unpopular words with which he is charged. However, fidelity to our academic principles should also forbid us from lending support to those who engage in actions which even actively and criminally propagandize

in favour of such (Islamist) terrorism. These charges cross a line which should make it impossible for us to defend a professor who has apparently declared war on the university itself, and with it on all academic freedom.

By uncritically defending Al-Arian and by considering a censure of the University of South Florida, in the face of "a 50-count, 121-page indictment implicating the professor in a lengthy and elaborate terrorism conspiracy," (The Weekly Standard), AAUP (and so also CAUT) would, in effect, be declaring academic bankruptcy, if not committing academic suicide. It would be both a literal and a figurative expression of the treason of the intellectuals.

KENNETH HART GREEN  
Study of Religion  
University of Toronto

## AAUP Replies

For the record, on AAUP's position regarding the University of South Florida, I make three points:

(1) The AAUP is not supporting Professor Sami Al-Arian, but is supporting principles of justice and academic due process. If he is found guilty of the crimes for which he is indicted, I (and other members of AAUP, I am quite certain) will be among the first to urge appropriate penalties.

(2) Professor Al-Arian has not been convicted of any crime. The condemnation we voted to express is for the university administration's failure to provide him academic due process prior to his indictment. A fundamental principle of American democracy is the belief that persons accused of crimes are innocent until proven guilty in a legitimate judicial forum by a jury of their peers.

(3) The AAUP did not vote to censure the administration of the University of South Florida.

JANE BUCK  
National President  
American Association of  
University Professors

## Don't Dignify Naked Aggression

Morton Weinfeld (letter, Bulletin, June 2003) seeks to rationalize the U.S.-U.K. invasion and occupation of Iraq in terms of "a new discourse on human rights" that transcends international law. He cites the discovery of mass graves as justification, neglecting to mention the fact that these graves go back a long time, to uprisings after the first Gulf war. They are the graves of rebels whom the U.S. actively encouraged, then did nothing to help.

It is hypocrisy in the extreme to claim this as *ex post facto* justification for the brutal invasion and occupation of Iraq, now that the claim that Iraq possessed or was developing weapons of mass destruction has been shown to be a blatant lie.

It is also worth remembering the U.S. and U.K. supported Saddam Hussein and his Baathist party throughout his worst excesses, up until the first Gulf war. In fact, the U.S. and U.K. have helped create every repressive regime in Iraq since its formation in

1922, and they worked to overthrow the one popularly-backed government Iraq ever had, that of Abd al-Karim Qasim, who was assassinated during a CIA-coordinated coup in 1963.

The war in Iraq is not about human rights. It is about conquest, resources and bases for future aggression in the area. The term "new discourse on human rights" seems a singularly inappropriate description of the atrocities inflicted on Iraq, Palestine and elsewhere by the U.S. and U.K. It is based on the doctrine that might makes right, overrides international law and serves as a cover for racism, imperialism and aggression.

We need to return to the old discourse on human rights, one which at least had some respect for human life and dignity, international law, cultural institutions and the right of nations to self-determination.

JOHN T. JENSEN  
Linguistics  
University of Ottawa

## Defence of War is Defenceless

Morton Weinfeld says he wishes he had Victor Catano's certainty in opposing the attack on Iraq but then states "there was no other option but military force." I am astonished at his casual dismissal of "legality" as "not the ultimate criterion for moral or prudent conduct."

He laments the horrors of Saddam Hussein's regime but neglects to mention that Hussein's most brutal crimes were carried out during the period when he received the greatest military and diplomatic support from the U.S. and Great Britain. Indeed, in 1983, Donald Rumsfeld paid a visit to Saddam to enhance the relationship between the two countries. This visit took place one month after the U.S. Secretary of State was handed a document detailing Hussein's almost daily use of chemical weapons as well as other human rights abuses.

What this makes clear, of course, is that many of the atrocities that trouble Weinfeld may have been prevented if the U.S. had chosen to exercise its influence over this regime.

Weinfeld also claims that "most of the dire predictions about repercussions of the war have so far not come about." In fact, the opposite is true. Many of the consequences which opponents of an attack warned against have indeed been realized — more (not less) terrorism, lawlessness, material deprivation, social and political disorder and inflamed regional tensions. On the latter, his crediting the "war" with having "revived the previously stalled Israeli/Palestinian peace process" seems like a cruel joke today.

Weinfeld concedes that "accidents and tragedies happen during war," and that the "Americans should have done more to forestall the looting of Iraqi museums, universities and hospitals." He makes no mention, however, of the thousands of dead civilians or the thousands more maimed.

This was not a war. This was an obscene act of imperial aggression, a fact any honest analysis would easily reveal.

ROSS MACKAY  
English  
Malaspina University-College

# COMMENTARY TRIBUNE LIBRE

## PRESIDENT'S COLUMN

### Warped Political Policies Devalue Post-Secondary Education



By VICTOR CATANO

THIS past summer the country has been preoccupied with SARS, Mad Cow Disease and power outages. Overlooked in the media is the emerging crisis in higher education. August brought with it the annual Statistics Canada report on tuition fees. Once again, fees have increased dramatically over the past year. Undergraduate tuition fees rose by 7.4 per cent overall, bringing the total increase to 179.4 per cent since 1990-1991. That is an average increase of more than 15 per cent per year for the last 12 years. Increases in auto insurance, which have not reached these levels, have been major political issues in recent provincial elections. This year's increases in tuition fees for professional schools are placing programs in medicine (16.7 per cent), law (19.4 per cent) and dentistry (20.9 per cent) out of the reach of lower- and middle-income families.

All of the public opinion polls that Decima Research has conducted for CAUT show funding of higher education is a major issue that ranks among the top concerns of the public. In the recent Nova Scotia provincial election, where the ruling Progressive Conservative government lost its majority, both the Liberals and New Democrats made education and/or tuition freezes central issues of their campaigns. Higher education issues also promise to be an important focus of the upcoming election in Ontario where only now are we beginning to hear the full impact of the province's double cohort on universities with overcrowded classrooms and lack of residential facilities. It is becoming evident the electorate has recognized the need to restore core funding to post-secondary institutions. Deferred maintenance of buildings (and power grids) can only go so far before the system grinds to a halt.

In part, the funding problems have developed because of cutbacks in transfer payments to the provinces, mostly when prime minister

in-waiting Paul Martin was finance minister. Martin was quite open in saying he was not going to increase provincial transfers for higher education funding or social services that provincial premiers would then use for tax cuts or to pave roads. Recently, however, when campaigning in Cape Breton, Martin recognized that the University College of Cape Breton was one of the few means of spurring economic growth and development in Cape Breton and deserving of special funding on that basis. Much the same could be said about any university in Canada. His remark, however, illustrates the failure of politicians to recognize the true value of universities in advancing knowledge and educating the public, apart from their role in economic development. Regrettably, this same philosophy is present in the government's innovation strategy.

The federal government seems to be pursuing a policy, without public consultation or debate, of creating a two-tiered university sys-

See POLICIES Page A10

## LE MOT DU PRÉSIDENT

### Des politiques tordues dévaluent l'enseignement postsecondaire

Par VICTOR CATANO

AU cours de l'été, le SRAS, la maladie de la vache folle et des pannes d'électricité ont préoccupé le pays. Toutefois, les médias ont négligé la crise qui couvait dans le milieu de l'enseignement universitaire. Avec le mois d'août, est arrivé le rapport annuel de Statistique Canada sur les droits de scolarité. Une fois de plus, les droits ont sensiblement augmenté par rapport à l'année dernière. Les droits de scolarité du premier cycle se sont accrus de 7,4 p. 100 dans l'ensemble, ce qui représente une hausse totale de 179,4 p. 100 depuis 1990-1991. Il s'agit d'une augmentation moyenne de plus de 15 p. 100 par année en douze ans. Enjeu politique important de récentes élections provinciales, l'augmentation des primes d'assurance-automobile n'a jamais atteint ce niveau. La hausse des droits de scolarité de cette année dans les écoles professionnelles met les programmes de médecine (16,7 p. 100), de droit (19,4 p. 100) et de soins dentaires (20,9 p. 100) hors de la portée des familles à faible et à moyen revenu.

Tous les sondages d'opinion publique que le Centre de recherche Decima effectue pour l'ACPPU révèlent que le financement de l'enseignement postsecondaire est un problème important qui figure parmi les plus grandes préoccupations de la population. Lors des récentes élections provinciales en Nouvelle-Écosse, où le gouvernement du Parti progressiste-conservateur a vu sa majorité s'effondrer, tant les Libéraux que les Néo-démocrates ont placé l'éducation ou le gel des droits de scolarité au cœur des enjeux de leur campagne. Les problèmes de l'enseignement supérieur promettent également de jouer un rôle important lors des élections en Ontario où l'on commence à peine à prendre conscience des effets de la double cohorte sur les universités. Celles-ci seront en effet aux prises avec des salles de cours surpeuplées et une pénurie de chambres dans les résidences. Il devient évident que l'électorat reconnaît la nécessité de rétablir le financement de base des établissements d'enseignement postsecondaire. Il y a une limite au report de l'entretien des édifices

(et du réseau électrique) avant que le système s'enraye peu à peu.

Les problèmes reliés au financement ont grossi en partie à cause des compressions effectuées dans les paiements de transfert aux provinces, surtout à l'époque où le prétendant au poste de premier ministre, Paul Martin, était ministre des Finances. M. Martin a dit franchement qu'il n'allait pas augmenter les transferts aux provinces au titre de l'enseignement supérieur ou des services sociaux pour que les premiers ministres s'en servent ensuite dans le but de réduire l'impôt ou de paver les routes. En campagne au Cap-Breton récemment, il a cependant reconnu que le University College of Cape Breton était un des rares moyens pour stimuler la croissance économique et l'essor de la région et qu'il méritait ainsi des fonds spéciaux. On pourrait dire la même chose de n'importe quelle autre université canadienne. Son commentaire est toutefois une preuve que la classe politique n'admet pas la véritable valeur des universitaires dans l'avancement des

Voir POLITIQUES à la page A5

### Copyright Reform — Why We Should Care

By LAURA MURRAY

PROFESSORS generally place their heads carefully in the clouds when the subject of copyright comes up. We suspect that a lot of what we or our students do may be illegal, and that we don't think it should be, but we don't really want to know. We suspect that copyright policy is screwed up, but it's all so complicated we can't think of anything to do about it.

This is understandable, but foolish. Canada is about to embark on yet another overhaul of the Copyright Act and many of the issues on the table directly affect teachers and researchers, particularly in the humanities and social sciences. Canada's educational organizations such as CAUT, the Association of Universities and Colleges of Canada and the Canadian Teachers' Federation, are taking a narrow and unproductive approach to the reform process. Educators need to speak up.

One key question for professors is whether Internet use within an educational institution is currently legal. Some say it isn't, because the Copyright Act permits fair dealing (i.e., copying of limited portions of copyrighted material) only for research and private study, commentary, criticism and news reporting. So it might be legal for an individual at home to browse or download material freely available on a web page (think for example of tourist information, information about museum exhibits or a teacher's tips on writing essays), because it would be private study, but study in the context of an institution might not be legal.

I would argue that students' and teachers' use of the Internet is for the purposes of "commentary or criticism," and hence fair dealing. I would urge school boards or universities to take on the lawsuit in the unlikely event that it should ever come: they'd win.

But let's see what happens if we accept the fearful claim that the current law puts educational institutions in a precarious liability situation. What is the educational organizations' solution to this perceived problem? They want an "exception" for educational institutions, which would specify that it is legal for students and teachers to make normal use of material legally available on the Internet (i.e., material put on the Internet with the permission of its owner).

Such an exception implies that ordinary use by non-students is not legal. This is perverse. Educational organizations and educators should be taking the lead in clarifying that Internet use is legal for all Canadians. Education is not just something that happens at school.

The Internet is an exciting new way for people from all walks of life, of all ages, in remote locations, in their own homes or at work, to learn about the world and to become more engaged and informed participants in it. Yes, browsing often involves copying. I click on a link, and the computer automatically downloads a PDF file without my intending it.

Other web sites present "print" and "download" buttons. Their proprietors want us to use their material that way; that's why they put it up. Or think of it this way: if a tourist information centre's front door is open, I'm not likely to be charged with trespassing when I enter, or theft when I pick up some maps and pamphlets. If the proprietors don't want me there, they can lock the door. They also have the right to charge money for some services or goods on their premises. Web sites are like this. To break into them, or steal things that have price tags, would be illegal, but to pick up things left for the taking is to fulfill their very purpose.

To be fair to educational organizations, this proposed educational exception is part of a typically Canadian approach to access — various organizations are lobbying for exceptions for the perceptually disabled, the justice system and so on. But the exception approach is based on a mistake — it assumes the natural state for cultural materials is private ownership.

But historically, courts and legislators have understood intellectual property as different from "real" property. Ideas have never been subject to copyright — one can only copyright a particular expression of an idea — and copyright terms unlike property rights have never been perpetual. These two facts indicate that copyright as a legal regime is built upon a compromise between the interests of individual creators or rights-holders on the one hand and the long term public good on the other.

Copyright, its misleading name notwithstanding, is not a natural right but a tool for encouraging culture and innovation. To grant a publisher perpetual copyright would be to prevent the ongoing rejuvenation of the public domain, that fund of cultural material that belongs to all of us and nourishes artists of the present and future. Copyright can be a good incentive for creators, but at a certain point after the author's death, it serves the public better to remove all restrictions on its reproduction and alteration.

Canada's copyright tradition is founded on these principles from Anglo-American and Continental law, but we seem to have forgotten

See COPYRIGHT Page A11



## fair employment week

The overuse and exploitation of contract academic staff is one of the biggest challenges facing the academic profession. Fair Employment Week aims to address this issue. It is a week of coordinated actions in both Canada and the U.S. Its goals are: 1) to raise contingent academic labour issues nationally and locally in media and policy circles, and 2) to stimulate organizing of unorganized contract academic staff.

FEW is a highly decentralized and flexible campaign. The uniting theme of equity for contract faculty is sufficiently general to allow faculty associations to focus on the issue or issues most relevant to them, and to hold events appropriate for their situation. To find out how you can get involved visit the link listed below.

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Faculty of Education



## ACTUALITÉS

### Le caucus libéral écoute les suggestions pour améliorer l'accès

« Le niveau actuel des droits de scolarité au Canada aurait empêché nombre d'entre vous de faire les études postsecondaires que vous avez faites », a déclaré le directeur général de l'ACPPU, James Turk, aux membres du comité du gouvernement fédéral sur l'enseignement postsecondaire à l'occasion de la retraite du caucus libéral le mois dernier.

« Pour ceux et celles qui auraient pu faire des études dans ce contexte, beaucoup d'entre vous auriez choisi une carrière différente parce que vous auriez dû vous endetter considérablement pour payer vos études », a-t-il ajouté.

L'ACPPU comptait parmi les 22 organismes nationaux invités à s'adresser au comité sur le thème de l'accès et sur les moyens que le gouvernement fédéral peut prendre pour assurer une plus grande accessibilité aux études postsecondaires.

Tom Breneman, président de l'Association dentaire canadienne, a dit à la vingtaine et plus de députés et sénateurs présents que les droits de scolarité des écoles professionnelles empêchent de nombreux étudiants de suivre une formation professionnelle et en forcent d'autres à lourdement s'endetter ainsi qu'à modifier leur plan de carrière.

« Quand j'ai été admis au programme d'art dentaire à l'Université du Manitoba, les droits de scolarité s'élevaient à environ 500 \$ par année. Ma famille n'était pas particulièrement riche, de sorte que 500 \$ ce n'était pas rien, mais c'était supportable », a confié M. Breneman.

« À la fin de mes études, mes dettes s'élevaient à environ 3 000 \$, ce qui représentait à peu près 10 p. 100 de ce que je pouvais espérer gagner en une année d'exercice. Aujourd'hui, en raison des droits de scolarité actuels et d'autres frais scolaires, les dettes de nombreux étudiants et étudiantes équivalent à deux ou trois années de revenu. C'est ce qui explique pourquoi les régions moins peuplées et rurales sont aux prises avec des pénuries de main-d'œuvre et que de nombreux diplômés choisissent de s'établir dans les grands centres urbains. »

Le président national de la Fédération canadienne des étudiantes et étudiants, Ian Boyko, a désapprouvé certains présentateurs qui ont réduit l'accès à une question de « capacité » plutôt que de coût.

« Quand il en coûte 22 000 \$ pour étudier dans une faculté de droit, les Canadiens et Canadiennes ne sont-ils pas en train de répéter la réplique de l'AUCC et de l'ACOC « l'accès à quoi? ». Les droits de scolarité sont un obstacle financier et le rapport qualité/capacité est un débat d'un tout autre ordre », a-t-il affirmé.

Il s'est dit préoccupé en outre par la suggestion selon laquelle le relèvement de la limite des prêts était un moyen efficace de palier le problème.

« Nous estimons que le relèvement de la limite des prêts équi-

vaut à jeter de l'huile sur le feu pour l'éteindre », a soutenu M. Boyko.

Norman Riddell, directeur général de la Fondation canadienne des bourses d'études du millénaire a dit au comité que l'accès ne consistait pas seulement à trouver une place à chaque personne qui souhaite aller à l'université, mais il s'agit aussi de fournir un accès équitable. Il a souligné que l'on formait des attentes irréalistes quant à la capacité de payer des parents, dans certains cas cela représente 50 p. 100 du revenu après impôt.

Jim Turk a rappelé aux membres du comité le rôle décisif qu'a joué le financement fédéral, et ce dès les années 1950, dans la transformation de l'enseignement postsecondaire au Canada. De peu d'envergure et très éphémère, il est devenu un système large et de qualité. Il a toutefois prévenu que la situation était en train de se renverser à cause des coupes sombres que le fédéral a effectuées depuis dix ans.

Il a exhorté le comité à appuyer un nouveau mécanisme de financement, sur le modèle de la Loi canadienne sur la santé et le Transfert canadien en matière de santé, qui énoncerait des lignes directrices nationales et qui établirait un fonds national de paiements de transfert réservé à l'éducation.

« Le gouvernement fédéral pourra ainsi accroître ses dépenses tout en ayant la garantie que ses contributions serviront à financer un système d'éducation de grande qualité, public, équitable et accessible, que les Canadiens et Canadiennes veulent, dont nous avons besoin et que nous méritons », a affirmé M. Turk.

Parmi les commentaires qui ont suivi les présentations, le sénateur Laurier LaPierre a qualifié le système « d'immoral », en faisant référence à la prolifération des différents programmes fédéraux de financement et aux droits de scolarité astronomiques.

Paul Ledwell, directeur général de la Fédération canadienne des sciences sociales, a décrit cette retraite estivale du caucus comme une bonne occasion de saisir non seulement les membres du comité sur l'enseignement postsecondaire mais aussi d'autres députés et sénateurs, y compris les ministres du cabinet, des questions fondamentales.

« La réunion de cette année a clairement fait comprendre que la capacité de nos universités était déficiente et qu'il n'existait pas de bon mécanisme pour assurer une aide financière de base à nos établissements », a déclaré M. Ledwell. « Les sciences sociales et humaines ressentent particulièrement les effets de ces lacunes. »

Le président du comité, Peter Adams, député de Peterborough, a promis de veiller à ce que les questions relatives à l'enseignement postsecondaire demeurent bien en vue dans l'ordre du jour des membres du caucus libéral. ■

English on page A1.

## NEWS ACTUALITÉS

## Chun Wins Full Settlement at U of T

Dr. Kin-Yip Chun has won a full settlement of his long-standing grievances with the University of Toronto's physics department, the day after CAUT announced the distinguished members of an independent committee of inquiry set up to investigate the situation and issue a report.

"I am delighted the matter appears to have been resolved so that I can get on with my teaching and my research," Chun said.

The settlement provides for an extension of Chun's current appointment as an associate professor (non tenure stream) to June 30, 2006. He will also have an additional year to fulfill the requirements necessary to extend his appointment beyond 2006 until his date of retirement.

In addition, U of T affirmed that Chun is a "full" member of the graduate department of physics and will be treated like others of similar status, including access to appropriate office and lab space, the right to attend faculty meetings and other

departmental events, the right to a faculty library card and the right to supervise graduate students and teach graduate courses.

Should any dispute arise about the terms of the settlement, mediator and former Ontario Court of Appeal judge George Adams is empowered to issue summary decisions that will be binding on all parties.

The independent committee of inquiry, which was established by CAUT's executive committee in June 2003, has decided to remain in place until it is satisfied the terms of the settlement are being implemented.

Members of the committee of inquiry are Philip W. Anderson, Nobel laureate and Emeritus Professor of Physics, Princeton University; William Black, Professor, Faculty of Law, University of British Columbia; and, Constance Backhouse, Distinguished University Professor, Faculty of Law, University of Ottawa. ■



Kin-Yip Chun

## Acadia Faculty Reject Contract

Agreement seen as 'serious attack on the quality of education.'

FACULTY members at Acadia University have voted 90 per cent against ratifying an agreement reached two months ago between negotiators for the Acadia University Faculty Association and the university's board of governors.

Union president Janice Best said the faculty association's 10-member executive recommended rejecting the tentative agreement because it was viewed as "a serious attack on the quality of education at Acadia University."

In a meeting with university president Gail Dinter-Gottlieb, Best asked that the formal bargaining process the two parties began in May be resumed as soon as possible.

AUFA represents 240 full time faculty members, professional librarians and instructors and 61 part-time faculty members. ■

## New Secretary Appointed



CAUT has appointed Jocelyne Fortier to the newly-created position of secretary in the area of health and safety and in the publications department. Jocelyne holds two Bachelor of Arts degrees from the University of Ottawa, and before assuming the position at CAUT in July, served for more than 10 years in various administrative capacities at the university. For eight years prior to that, she taught at the Ontario Business College. Jocelyne, who is fluently bilingual, will act as circulation coordinator for the Bulletin and provide administrative support to the managing editor and the occupational health and safety officer. ■

Version française à la page A10.

## Des politiques tordues dévaluent l'enseignement

■ Suite de la PAGE A3

connaissances et de la formation de la population, outre leur rôle dans le développement économique. Il est regrettable que cette même philosophie soit présente dans la stratégie d'innovation du gouvernement.

Le gouvernement fédéral semble préconiser une stratégie, sans consultations ou débats publics, consistant à créer un système universitaire à deux vitesses. Une première catégorie englobera les universités vouées uniquement à l'enseignement et la deuxième comportera des établissements où l'enseignement sera fourni par des chargés de cours alors que des professeurs permanents effectueront de la recherche commercialisable et brevetable au profit de l'université et de l'économie. De plus, des sommes d'argent seront réservées aux collèges ayant des programmes de deux ans qui s'occuperont d'une grande partie de l'enseignement en vertu d'ententes d'articulation ou qui, dans certains cas, deviendront des établissements conférant des grades, mais voués uniquement à l'enseignement. Le Programme des chaires de recherche du Canada illustre bien ce mouvement de pensée. Les premières règles de base interdisaient d'enseigner aux titulaires des chaires.

Les politiques futures du gouvernement fédéral semblent vouloir suivre la stratégie du gouvernement

Blair, au Royaume-Uni, qui vise à créer un système universitaire à deux vitesses. Dans les deux cas, les bureaucrates invoquent une étude méta-analytique pour justifier leurs décisions. Se fondant sur des recherches menées dans les années 1970, les auteurs de l'étude n'ont constaté qu'une légère corrélation entre les résultats de la recherche et l'efficacité de l'enseignement. Bien que d'autres aient soulevé les nombreux problèmes de cette étude, celle-ci continue d'être évoquée dans les documents de politique. Des études plus qualitatives révèlent d'une manière constante que les étudiants veulent participer aux projets de recherche et sont conscients de la valeur de l'engagement de leurs professeurs dans la recherche. De fait, des organismes tels l'Association to Advance Collegiate Schools of Business, située aux États-Unis, comptent parmi leurs critères d'agrément les possibilités de recherche au premier cycle.

La recherche profite aux diplômés en leur permettant de participer aux plus récentes découvertes dans leur domaine et de les mettre à l'essai sans devoir attendre pour en prendre connaissance deux ou trois ans plus tard lorsque les nouveaux manuels sortent des presses. La recherche aide les étudiants du premier cycle à cultiver leur pensée critique et leur enseignement comment rassembler et assimiler l'information. En se deman-

dant si de bons chercheurs font de bons enseignants, ou vice versa, on ne fait rien de moins que de brouiller les pistes. On s'écarte de la vraie question, à savoir qu'est-ce qui différencie l'enseignement post-secondaire d'autres secteurs du système éducatif : un enseignement de grande qualité intervient dans un environnement de recherche actif qui incite les étudiants à relever des défis et à mettre en doute le statu quo.

Au lieu d'instaurer des politiques qui concentrent la recherche entre une poignée d'établissements élitistes, les gouvernements devraient en élaborer qui renforcent la capacité de recherche à la grandeur du système postsecondaire et qui empêchent l'enseignement et la recherche de se fragmenter davantage. Ces politiques pourraient comprendre un plus grand soutien pour la collaboration avec les professeurs des établissements « voués à l'enseignement seulement » et pourraient accorder plus de poids à l'art d'enseigner dans les universités spécialisées en recherche.

La position peu judicieuse consistant à séparer la création du savoir de sa diffusion par l'enseignement n'aura que des conséquences néfastes pour l'enseignement post-secondaire et pour le pays. ■

I. Hattie, J. et Marsh, H.W. (1996) *The Relationship Between Research and Teaching: A Meta-Analysis. Review of Educational Research*, 66(4), p. 507-542.

## CAUT Hires Health &amp; Safety Officer



LAURA Lozanski has joined CAUT as Occupational Health & Safety Officer.

Lozanski coordinated health and safety in more than 60 workplaces in eastern Ontario, implemented occupational disease and injury tracking programs in each and developed worker occupational health and safety training programs.

She has been a health and safety instructor with the Ontario Workers Health and Safety Centre and has worked with unions in developing health and safety manuals.

She has served as a member of the board of the Belleville General Hospital, executive board member of the Hastings and Prince Edward Health Council and recently returned from leading a team of health professionals to remote regions of Guyana, South America, to provide basic medical care.

Lozanski, with more than 15 years experience in occupational health and safety, will provide local associations with a blend of technical information and training sessions, with a focus on protecting the health and safety of their members. ■

Version française à la page A10.

## CAUT Supports 'No Sweat' Campaign

At its June meeting, the CAUT executive committee voted to support the No Sweat campaign against the exploitation of textile workers.

Organized by the Maquila Solidarity Network, the Union of Needletrades, Industrial and Textile Employees, the Canadian Labour Congress, Oxfam Canada and Students Against Sweatshops, the campaign is pressuring retailers, public institutions and manufactur-

ers to stop selling or buying products made with child and "sweat" labour.

Across Canada, university students, staff and faculty have been pressuring campus officials to adopt a No Sweat purchasing policy requiring companies producing goods that bear the university name to abide by basic labour laws.

No Sweat policies have been adopted by the University of Al-

berta, Laurentian, Western Ontario, Waterloo, Guelph, Toronto, Dalhousie, Montreal, Memorial and McMaster. Campaigns are currently underway at Simon Fraser, Ryerson and Queen's.

"CAUT is urging local faculty associations to support No Sweat initiatives where they exist," said James Turk, executive director of CAUT. "Where they don't, we encourage faculty associations to help launch them."

Turk said CAUT will be sending No Sweat campaign packages to each member association this fall. ■

For more information on No Sweat campaigns, sweatshops and worker abuses visit: Maquila Solidarity Network ([www.maquilasolidarity.org/campaigns/nosweat/](http://www.maquilasolidarity.org/campaigns/nosweat/)), UNITE Canada ([www.unite-swt.org/En/STOP\\_SWEATSHOPS/stop\\_sweatshops.html](http://www.unite-swt.org/En/STOP_SWEATSHOPS/stop_sweatshops.html)), Global Exchange ([www.globalexchange.org/campaigns/sweatshops/](http://www.globalexchange.org/campaigns/sweatshops/)).

Version française à la page A10.

## NEWS ACTUALITÉS

## Noble Inquiry Report Released

CAUT has released on its web site the Report of the CAUT Academic Freedom and Tenure Committee into Complaints Raised by Professor David Noble against Simon Fraser University Regarding Alleged Infringements of Academic Freedom.

Professor Noble initially contacted CAUT in March 2001, with concerns that his academic freedom was violated during the search process for the J.S. Woodsworth Chair in the Humanities at Simon Fraser University. CAUT's Academic Freedom and Tenure Committee appointed a committee of inquiry to investigate, composed of the Honourable Howard Pawley, former premier of Manitoba and adjunct professor of political science at the University of Windsor, and Gordon Shrimpton, professor of Greek and Roman studies at the University of Victoria and speaker of CAUT Council.

The 32-page report released this month says Noble's academic freedom was violated in the appointment process for the Woodsworth chair. The report also found that the appointment process failed to adhere to established academic practice on several counts and violated CAUT policies.

The report recommends that Noble should be offered the appointment, that there should be a thorough review of SFU's appointments policies, that there should be training of staff members who sit on appointment committees and that CAUT should review its policies

and model clauses in light of the findings of the inquiry.

The report was completed in March 2003, and circulated in April for commentary to Noble, SFU and the Simon Fraser University Faculty Association. A month later, in response to a willingness by SFU to discuss implementing the recommendations of the report, CAUT president Victor Catano and Neil Tudiver, professional officer for CAUT's AF&T committee, met with senior university officials and representatives of the faculty association.

Initial discussions on SFU's appointments policies were productive.

John Waterhouse, vice-president academic at SFU, stated recently, "I very much appreciated CAUT's initiative last May when President Catano and Mr. Neil Tudiver travelled to SFU in an effort to resolve outstanding concerns. One positive outcome to this meeting was a joint undertaking by SFU and its faculty association to work cooperatively in assessing the policy recommendations set out in the CAUT report."

This positive note was echoed by faculty association president Drew Parker.

"SFUFA recognizes inconsistencies in some of the policies and procedures surrounding the appointment of an endowed chair with tenure, and is working with the administration to resolve these," Parker affirmed. "Several policies have already been clarified. It is our goal to insure future procedures

are clearly codified, understood and followed."

The parties did not reach agreement on how Noble could be involved in negotiations to address the report's recommendations on the fact that he was not appointed to the J.S. Woodsworth Chair. Noble's subsequent premature release of his copy of the report ended discussion between the parties.

According to Noble, "The CAUT report on the SFU case is an important contribution to the cause of academic freedom in Canada, as an illustration of how the commercialization of universities compromises academic integrity. I urge CAUT members to read it."

"It should be stressed that what happened at SFU is by no means unusual, except for its having been exposed. The full account, especially of the commercial connections, will be made public in the course of my lawsuit."

Catano notes, "The report identifies that Professor Noble was inappropriately denied a position, which should be rectified and that changes need to be made in SFU's policies to prevent similar problems in future. On our attempts to resolve the policy issues, we are pleased with the cooperation we received from the university's senior administration."

Catano also says CAUT has undertaken a review of its own policies in light of the report's findings.

The report is available at [www.caut.ca](http://www.caut.ca).

## Le prix Sarah-Shorten est décerné à Ursula Franklin

URSULA Franklin, éminente scientifique, humaniste et féministe, est la 12<sup>e</sup> récipiendaire du prix Sarah-Shorten de l'ACPPU. Réputée pour ses réalisations dans le domaine de la métallurgie, Ursula Franklin s'est employée inlassablement à apporter une voix humaniste et féministe au monde de la science.

En 1967, elle est la première femme nommée au département de métallurgie et de science des matériaux de l'Université de Toronto. En 1984, elle devient la première femme à obtenir le titre de « professeur hors rang », la plus grande distinction octroyée par l'Université de Toronto.

Elle a mené sa carrière scientifique et pédagogique en étant profondément convaincue que chaque personne, qu'elle soit scientifique ou non, doit examiner à fond les conséquences de la science et de la technologie.

Spécialisée dans l'étude des métaux et des alliages, elle jette les bases de l'archéométrie, qui applique à l'archéologie les techniques modernes utilisées dans l'analyse des matériaux.

Au début des années 1960, elle met à contribution ses connaissances pour aider à étudier, dans les dents des enfants, les niveaux strontium 90, substance radioactive contenue dans les retombées des essais nucléaires. Cette étude a joué un rôle de premier plan dans les démarches entreprises par le gouvernement américain en vue d'arrêter les essais nucléaires dans l'atmosphère.

Elle participe activement à des organismes tels le Science for Peace and Pollution Probe, et fournit une expertise technique à de nombreux groupes communautaires sur des questions comme la pollution et la radiation.

En 1989, Ursula Franklin donne les Conférences Massey, qui sont d'abord diffusées à l'émission radiophonique « Ideas » de la CBC, avant d'être réunies dans un livre. Dans cette série de conférences intitulée « The Real World of Technology », Mme Franklin essaie de comprendre la manière dont la science et la technologie façonnent notre société et sont, à leur tour, façonnées par les exigences de cette dernière.

Sur la question de la place des femmes dans la science, elle estime que les femmes de science utilisent les outils de la science pour répondre à des questions que ne peuvent poser leurs homologues masculins. Elle fait remarquer que les femmes apportent à la science un esprit de coopération, ainsi qu'une préoccupation pour les liens existant entre les connaissances acquises et leur incidence potentielle sur les communautés, plutôt que leur effet



Ursula Franklin

sur la vie économique. Parlant de l'histoire de la participation des femmes aux activités scientifiques, Mme Franklin soutient que les femmes ont ouvert des champs nouveaux dans la recherche interdisciplinaire et apporté dans ce domaine quelques-unes des contributions les plus précieuses.

Mme Franklin a reçu un grand nombre de distinctions et d'hommages, notamment l'Ordre du Canada, l'Ordre de l'Ontario, le prix du Gouverneur Général, la médaille Pearson pour la paix et plus d'une douzaine de grades honorifiques. En 1995, le Conseil scolaire de Toronto donnait à une nouvelle école publique le nom d'« Ursula Franklin Academy ».

Ursula Franklin est l'une des forces motrices qui tentent de modifier de nombreux aspects de la vie universitaire des femmes : elle s'est battue pour mettre au jour et pour éliminer la discrimination en matière de salaires et d'avantages sociaux à l'égard des femmes. Dans le domaine du génie, elle a œuvré dans une discipline à laquelle peu de femmes accèdent. Elle a été sensible au fait que les réalisations d'autres femmes ne sont pas reconnues et s'est employée à apporter une voix humaniste et féministe au monde de la science.

« Mme Ursula Franklin est une femme réellement extraordinaire dont la contribution au sein de nos universités canadiennes, en tant que scientifiques, professeure et innovatrice, a été exceptionnelle », a déclaré Edith Zorychta, présidente du Comité du statut de la femme de l'ACPPU. « Elle est également l'une de nos militantes de la cause des femmes les plus influentes et les plus efficaces. C'est donc un honneur pour nous de lui décerner le prix Sarah-Shorten. »

Mme Franklin a reçu le prix le 2 mai, lors de l'assemblée de 2003 du Conseil de l'ACPPU.

Traduit de l'article « CAUT's Sarah Shorten Award Goes to Ursula Franklin » (Bulletin de l'ACPPU, juin 2003).

## Liberal Caucus Hears Call for Accessibility

From PAGE A1

"When tuition fees are \$22,000 for law school, Canadians aren't repeating the AUCC/ACC line 'Access to what?' Fees are a financial barrier, and quality/capacity is a different discussion," he argued.

He also expressed concern with the suggestion that raising loan limits was an effective way to deal with the problem.

"We feel increasing the loan limit is like trying to put out a fire with gasoline," contended Boyko.

Norman Riddell, executive director of the Canada Millennium Scholarship Foundation, told the committee that the issue of access is not just finding a place for everyone who wants to attend, but it also involves providing equitable access. He pointed out there were unrealistic expectations about what parents can afford — in some cases amounting to 50 per cent of after-tax income.

In summing up, Turk remind-

ed committee members of the decisive role federal funding played, beginning in the 1950s, in the transformation of Canadian post-secondary education from a small, highly elite system into a broad-based and high quality one. But he also warned this is being reversed because of the severe federal cutbacks in the past decade.

He urged the committee to support a new funding mechanism, based on the model of the Canada Health Act and the Canada Health Transfer, that would spell out national guidelines and a dedicated Canada Education Transfer fund.

"This will allow the federal government to increase its spending with the assurance that federal contributions will be used to support a high quality, public, equitable and accessible system that Canadians want, and which we need and deserve," Turk said.

In comments after the presentations, Senator Laurier LaPierre said the system was "immoral," in

speaking of the proliferation of different federal funding programs and skyrocketing fees.

Paul Ledwell, executive director of the Canadian Federation of Humanities and Social Sciences, described the summer caucus as good opportunity to get the key issues before not only members of the post-secondary education caucus committee but also other members and senators, including cabinet ministers.

"This year's meeting was particularly clear in conveying the lack of capacity in our universities and the lack of a good mechanism that ensures core financial support for our institutions," Ledwell said. "The effects of this gap are especially being felt in the humanities and social sciences."

Committee chair Peter Adams, the MP for Peterborough, promised to ensure that post-secondary issues will remain prominently before members of the Liberal caucus.

Version française à la page A4.

## On vous a offert un emploi?

Avant de signer un contrat, lisez le guide de l'ACPPU — Comment négocier le salaire de départ.

Téléchargez la publication à partir de [www.caut.ca](http://www.caut.ca) ou communiquez avec Louise D'Anjou ([danjou@caut.ca](mailto:danjou@caut.ca)).



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## HOMEWORK!

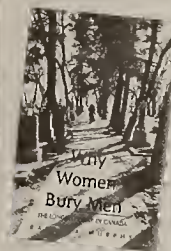
## The Slow Clock

A clock loses four minutes every hour. It was set to the correct time at 8:30 this morning. What will the actual time be when the clock shows that it is noon today?

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A8.

# BOOKSHELF COIN DES LIVRES

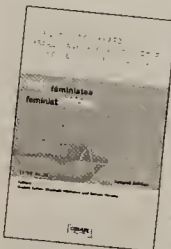
## QUICK REVIEWS



### Why Women Bury Men: The Longevity Gap in Canada

Barbara Murphy, Winnipeg: J. Gordon Shillingford Publishing Inc., 2002; 143 pp; paper \$17.95 ca.

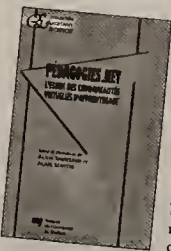
Because they live, on average, six years longer than men, most women will spend the last years of their lives alone. Biologically, women are the stronger sex, but the six-year difference in longevity has less to do with biology than with lifestyle. *Why Women Bury Men* looks at the risk factors for the leading causes of death in Canada — smoking, heavy drinking, over-eating and careless driving — and finds men are over-represented. Socialized to be risk-takers, men make lifestyle choices that lead to premature death and take away precious years of active life gained with each new generation.



### Seen But Not Heard: Aboriginal Women and Women of Colour in the Academy

Rashmi Luther, Elizabeth Whitmore & Bernice Moreau, eds. Ottawa: Canadian Research Institute for the Advancement of Women, 2003; 112 pp; paper \$13.95 ca.

This book, the proceedings of a symposium, focuses on the experiences of women of colour and Aboriginal women scholars with issues of equity in the academy. With anti-racist feminism as a theoretical framework, the discussion begins with a summary of the editors' research on the experiences of faculty of colour and Aboriginal faculty in Canadian universities. The presentations of four invited speakers follow. Patricia Monture-Angus describes her struggles with the process in securing tenure, as an Aboriginal woman. Sherene Razack analyzes the role of the "Native Informant" and the spaces that racialized immigrant women are allocated in the university. Wanda Thomas Bernard shares her personal struggle with the daily obstacles, the visible and invisible demands on her time and her reclaiming of hope as a form of resistance in the university. Finally, Joanne St. Lewis shows us how systemic racism in the university is demonstrated in the way we do our scholarship, our teaching, our interaction and in every area of our historical and present existence "in the belly of the beast." This book concludes with a summary of the major themes and calls for "a new beginning," guided by the analysis and strategies presented.



### Pédagogies.Net : L'essor des communautés virtuelles d'apprentissage

Alain Taurisson et Alain Senten, rédacteurs. Québec : Presses de l'Université du Québec, 2003; 336 p.; 35 \$ CAN (cartonné).

Au-delà des contraintes liées au temps ou à l'espace, que l'on vive dans une région isolée ou dans une mégapole, ce qui jusque-là n'appartenait qu'au rêve deviendrait possible : connaître l'inaccessible, se familiariser avec la culture de l'autre, trouver son public et se

choisir les meilleurs maîtres. L'horizon de l'école pourrait s'élargir, l'enseignement à distance et la formation continue trouveraient enfin leur cadre naturel. Mais la réalité a de ces duretés. Il apparaît rapidement qu'il ne suffit pas de mettre à la disposition d'un groupe des outils de communication pour que des élèves travaillent et apprennent ensemble. Il faut créer des cadres plus structurés. Il faut réfléchir. Il faut théoriser. Il faut innover. Il faut expérimenter. C'est ce dont veut rendre compte cet ouvrage collectif. Nous avons choisi de céder la parole à des chercheurs en contact avec le monde de l'éducation afin de mettre en évidence quelques possibilités radicalement nouvelles tout en conservant l'esprit critique et en explicitant les objectifs éducatifs qui transcendent les époques et les technologies.

## Case Studies in Mobilization



### Cogs in the Classroom Factory: The Changing Identity of Academic Labor

Deborah M. Herman & Julie M. Schmid, eds. Westport, Connecticut & London: Praeger Publishers, 2003; 232 pp; hardcover \$66.95 us., £43.25.

By ALAN SEARS

THE character of academic labour is changing dramatically in the context of capitalist restructuring and new patterns of corporate globalization. This book tracks the ways academic workers have responded to these changes through union mobilization. The major focus of the collection is a series of case studies of campus mobilization, primarily from the United States but including one from Canada. Editors Deborah Herman and Julie Schmid use the introduction to do a useful job of setting the case studies in the context of wider analysis that links these mobilizations to the restructuring of academic work in the context of a changing world.

One of the most striking aspects of restructuring, even more in the United States than in Canada, has been the shift towards contingent workers, increasing the role of part-time and limited-term employees. This trend is not limited to academic work, but is tied to the spread of lean production methods that stress speed-up, the minimization of what is termed "waste," and the development of increased workforce flexibility through multi-skilling and the expanded use of contingent employees.

Most of the studies in this book examine cases of mobilization by contingent academic workers, including graduate, part-time and limited-term employees. The increased casualization of employment in post-secondary education has made it more difficult to sustain illusions that academic work is exceptional, organized around apprenticeship, ideals of scholarship and norms of collegiality. One of the recurring themes in this book is the shift in identity as academic workers develop a new sense of themselves through collective action and challenge the individualist and competitive culture of the post-secondary workplace.

The contributors raise important questions about the relationship between contingent and permanent workers in the context of academic restructuring. One of the features of lean production as a management strategy is that it allows employers and state policymakers to postpone confrontation with the most powerful groups of workers by developing a contingent workforce to absorb at least some of the shocks of restructuring, work intensification and deteriorating working conditions. Wesley Shumar and Jonathan Church point out in their insightful article, "... university professors have thus far been able to imagine themselves as less affected by transnationalism ... because the flexible workforce (part-time and temporary faculty) has made it possible for the universities to maintain the traditional system of tenure and low teaching loads." (p. 24)

Academic restructuring, then, can place permanent faculty in a contradictory position as it might be possible (at least for a time) for them to defend their own conditions while those of the contingent academic workers and other university staff around

them deteriorate. At the same time these processes can create new kinds of worker consciousness among permanent faculty in the face of increased precariousness, greater competitive pressures, new standards of "relevance" in teaching, greater emphasis on new teaching technologies and a new culture of research entrepreneurship. The article by Darla Williams provides a useful example of mobilization of full-time faculty. Mike Burke and Joanne Naiman provide an important examination of the way the contradictions in the situation of permanent faculty can play out, examining the development of a two-tiered contract at Ryerson University.

This collection, written by activists, reminds us constantly that mobilization can lead to real changes for the better. Joe Berry draws inspiration for his own experience of organizing contingent faculty from important historical victories in which workers have overcome casualization through collective struggles, such as the mobilization of dockworkers in the 1934 San Francisco General Strike. William Vaughn shows that organization and member activism can succeed even where the law seems aligned against academic workers, for example in recognition battles in which employers seek to defeat graduate-employee unionization by claiming they are students rather than workers.

Many of the chapters show the importance of union democracy and real membership mobilization in the struggles of academic workers. Graduate-employee organizing has provided some inspiring examples of participatory mobilization of union members and bargaining strategies based on transparency and democracy. Richard Sullivan shows in his chapter that a business union approach and lack of democratic activism can be particularly deadly in this kind of workplace, leading to a hollow shell of a union without serious member participation. The very features that make graduate-employee and contingent worker organizing so difficult, including high turnover and a scattered and very differentiated workforce, can also impel activists towards creative and democratic methods that provide an important model for other worker activists.

This book combines valuable case studies with useful and suggestive analysis of the contemporary process of academic restructuring. I would have liked to see a bit more on the place of students in these struggles and the challenge of building effective solidarity as they face tuition increases driven by user-pay ideology, impersonal and overcrowded classrooms and overwork as they balance jobs, life and school. Many students have their own experiences of contingent work as they try to earn a living while at school. Overall, this book is a powerful tonic for those days where you feel worn down by the grind and resigned to the inevitability of the changes we confront. ■

Alan Sears is the co-ordinator of labour studies at the University of Windsor and author of *Retooling the Mind Factory: Education in a Lean State* published by Garamond.



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Canadian Association of  
University Teachers





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## ACTUALITÉS

### L'ACPPU défend des universitaires mêlés à une importante poursuite

Ⓜ Suite de la PAGE A1.

la maîtrise en anglais, suivait le cours de stratégies en théorie littéraire, un cours de 2<sup>e</sup> cycle donné par la professeure Lorraine Weir.

D'après sa déclaration, Cynthia Maughan prétend que la professeure Weir a agi de manière discriminatoire à son égard. Elle mentionne, par exemple, que M<sup>me</sup> Weir a permis aux étudiants d'avoir un cours spécial un dimanche, auquel Cynthia Maughan ne s'était pas opposée au départ, et même si M<sup>me</sup> Weir lui a demandé de remettre un travail personnel au lieu d'assister à ce cours lorsque l'étudiante lui a fait part de ses réserves.

M<sup>me</sup> Maughan a également contesté les commentaires négatifs que la professeure a écrits sur ses travaux ainsi que les préoccupations que cette dernière a exprimées parce que l'étudiante refusait de participer aux discussions en classe.

M<sup>me</sup> Maughan a interjeté appel devant le comité sur l'équité du département d'anglais, la faculté des études supérieures et le comité des appels du conseil d'université de l'UBC avant d'intenter sa poursuite. Chacun de ses appels se fondait sur des motifs quelque peu différents. Dans chaque cas, l'appel a été rejeté.

Le département d'anglais et la faculté des études supérieures ont conclu que la professeure Weir n'avait pas mal agi. Le comité du conseil d'université, tout en rejetant l'appel, a formulé des commentaires additionnels qui critiquaient M<sup>me</sup> Weir pour avoir omis d'ouvrir en temps opportun une pièce jointe à un message électronique de l'étudiante. Il a en outre critiqué le département d'anglais pour s'en être pris à la personnalité de M<sup>me</sup> Maughan.

Les accusations de Cynthia Maughan contre les trois autres membres du corps professoral découlent des appels. Elle a cité deux des professeurs parce qu'elle s'oppose aux lettres qu'ils ont soumises aux organes d'appels. La troisième professeure est citée parce

qu'elle aurait montré de l'antipathie envers la plaignante lors de son premier appel au département d'anglais.

M<sup>me</sup> Maughan prétend en outre que l'UBC n'a pas pris les mesures nécessaires contre un étudiant diplômé qui a affiché un document dans une liste fermée de diffusion réservée aux étudiants diplômés en novembre 2000. Elle estime que ce document, qui critiquait à peine un candidat chrétien à une élection à l'époque, est discriminatoire à l'endroit des chrétiens.

Cynthia Maughan est représentée par M<sup>e</sup> Gerald Chipeur, un constitutionnaliste renommé qui exerce à Calgary. Il est également fellow de l'International Academy for Freedom of Religion and Belief et administrateur du Canadian University College.

La poursuite a fait largement les manchettes, notamment dans le National Post qui titrait « Christian 'Exposed to Contempt' » et dans le Report (Alberta), « Let's hope Cynthia Maughan beats the Christian-bashers at UBC ». Le Midwest Conservative Journal and Liberty (E.U.) : A Magazine of Religious Freedom en a parlé et l'affaire a été mentionnée dans le site Web du Ku Klux Klan sous la rubrique des nouvelles internationales touchant les chrétiens blancs du monde entier.

Au départ, l'université fournissait les services d'un avocat pour elle-même et pour les quatre membres du corps professoral. Or, l'ACPPU et l'association des professeurs de l'UBC ont convenu que les graves problèmes de liberté universitaire soulevés par cette affaire exigent que les quatre professeurs soient représentés par un avocat indépendant et que l'ACPPU en assume la responsabilité. L'association a donné 50 000 \$ à l'ACPPU afin de l'aider à payer les services d'un avocat indépendant pour les professeurs. S'il n'est pas nécessaire d'utiliser intégralement cette somme pour cette affaire, le reste sera versé au Fonds de la liberté universitaire de l'ACPPU. ■

### Answer to Homework!

From page A6. Since the clock records 14 minutes of every 15 minutes of real time, the actual time elapsing over a period is 15/14 of that shown by the clock. Thus, in the 3.5 hours shown by the clock,  $(15/14) \times (7/2) = 15/4$  hours actually have elapsed. Thus, the actual time is 12:15 p.m.



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## NEWS ACTUALITÉS

## Koren Reprimanded by Ontario College of Physicians & Surgeons

THE Ontario College of Physicians and Surgeons has formally reprimanded University of Toronto professor of medicine Dr. Gideon Koren. He had written anonymous harassing letters about Dr. Nancy Olivieri and three colleagues during Olivieri's dispute with the Hospital for Sick Children, the University of Toronto and Apotex Inc. He then had lied repeatedly to conceal his responsibility. The college also cited him for additional misconduct, in research.

### Koren's actions described as 'childish, vindictive and dishonest'

The penalty had been jointly proposed to the college discipline committee through prior agreement between counsel for Koren and counsel for the college. In its decision, the discipline committee said it was "deeply troubled by this case" and "seriously considered administering a more severe penalty" than that proposed to it, as it wished "to express unequivocally its condemnation of Dr. Koren's misconduct."

"It defies belief that an individual of Dr. Koren's professed character and integrity could author such vicious diatribes against his colleagues as he did in the 'poison pen letters,'" the committee wrote in its decision.

The committee described Koren's actions as "childish, vindictive and dishonest" and noted that "only when confronted with irrefutable scientific evidence of his guilt did he admit he was the perpetrator" of the letter campaign.

Although Koren's lawyer said his client felt "extreme remorse," the committee pointed out that it "did not hear directly from Dr. Koren as to his remorse and the agreed statement of facts were silent on this issue."

The college's finding of research misconduct was in relation to a study on a drug to treat a blood disorder in children that Koren and Olivieri had once collaborated on. Olivieri identified risks that the drug was ineffective and caused liver damage, and voiced her concerns despite legal warnings from its maker, Apotex. Koren differed and, contrary to accepted norms, published an article on the drug using data from other researchers, including Olivieri, without their knowledge or consent.

The Koren case only came to the college's discipline committee after three of the victims of the anonymous letter campaign appealed the decision of the college's complaints committee not to refer the Koren matter for discipline. The independent appeal board agreed with Drs. Peter Durie, Brenda Gallie and Helen Chan, and ordered the college to forward the matter to the discipline committee.

The facts before the discipline committee on research misconduct

were confined by the prior agreement between legal counsel to a public report University of Toronto dean of medicine David Naylor had made to his faculty council. Dean Naylor reported that Koren had violated university policy in publishing his article on Apotex's drug without the "consent, review or participation" by Olivieri and two others who had generated the data. Naylor directed Koren to arrange for the journal's editor to have the article deleted from the scientific record and to send appropriate personal letters of apology.

The discipline committee did not have before it the facts that Koren had violated additional university and international norms of conduct in this publication. In *The Olivieri Report*, the committee of inquiry found that in this publication, Koren failed to disclose Apotex's financial support for his research. He also failed to cite previous publications by Olivieri and others on risks of the drug, even though he was fully aware of this information.

In a recent journal article, the *Report's* authors, Jocelyn Downie, Patricia Baird and Jon Thompson note that in his statement to the faculty council, Naylor did not address the additional, serious aspects of research misconduct by Koren. They note that Koren had received hundreds of thousands of dollars in funding from Apotex after the company had terminated the drug trials in its efforts to prevent Olivieri from disclosing risks to patients, as well as the hundreds of thousands of dollars in funding he had received during the trials.

### Koren failed to disclose Apotex's financial support for his research.

They further note that Naylor's public statement did not address the fact that Koren had earlier appeared as senior author of conference abstracts favourable to the drug that had been drafted and coauthored by Apotex staff. His statement also did not address the fact that Koren had failed to disclose the source or purpose of a grant of \$250,000 he had received from Apotex, in the same academic year the trials were terminated and the abstracts published at a conference where the company had tried through legal warnings to prevent Olivieri's participation.

*The Olivieri Report* found that, ever since Apotex's dispute with Olivieri over disclosure of risks of its drug began in 1996, the company has been relying on Koren's scientific opinions to defend its drug's reputation with regulatory agencies and in court actions. This reliance results in Koren's misconduct, addressed and unaddressed, continuing to be a matter of public interest. ■

## Students in for a Rough Ride

As they return to classes this fall, university students are facing the biggest increase in tuition fees in four years, reports Statistics Canada.

Undergraduate students will pay an average of \$4,025 in tuition fees this year, almost three times the average of \$1,464 reported in 1990-1991. When adjusted for inflation, fees have skyrocketed by almost 100 per cent over the same period.

The rising cost of a university education, student leaders warn, is preventing more and more Canadians from pursuing a degree.

"More than 100,000 young people are shut out of higher education every year because of financial barriers," said Ian Boyko, national chairperson of the Canadian Federation of Students. "The inability of the federal and provincial governments to work together to guarantee accessibility to post-secondary education is a disgrace."

He noted that for the second consecutive year, British Columbia is posting the biggest spike in tuition as fees are set to rise by 30.4 per cent following last year's rise of 25.7 per cent. These increases follow in the wake of the provincial government's decision to end a six-year freeze on tuition fees in 2002.

Undergraduate tuition in Manitoba has been frozen, and will drop by 4.5 per cent in Newfoundland and Labrador, marking the fourth year in a row in which university fees in the province have remained

### Average Fees 2003-2004

Program	Tuition
Agriculture	3,497
Architecture	3,586
Arts	3,810
Commerce	3,991
Dentistry	11,733
Education	3,216
Engineering	4,371
Household Sciences	3,669
Law	5,995
Medicine	9,406
Music	3,753
Science	3,954
Undergraduate	4,025
Graduate	5,199

stable or dropped. Fees also remain frozen for Quebec residents who attend one of the province's universities, but will increase by almost 3 per cent for out-of-province Canadian residents.

Meanwhile, students in Nova Scotia continue to pay the highest fees in the country at \$5,557, followed by Ontario at \$4,923.

Fees for graduate programs are also on the rise. Average graduate tuition is up 6.8 per cent from last year and now stands at an average of \$5,199, with graduate students in Ontario still paying the highest fees in the country at \$8,376.

"As a country, we need to be doing a lot more to make sure that the best and the brightest are able

to pursue advanced degrees," said CAUT president Victor Catano. "Admission to any university program must be based on a student's academic ability, not their family's ability to afford it."

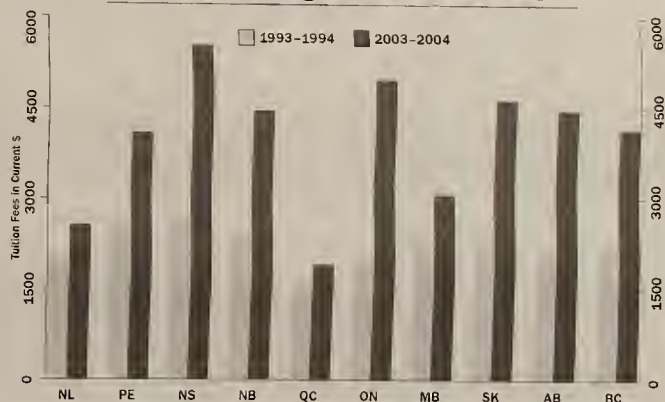
He also noted that tuition fees for law, dentistry and medicine are rising sharply. Average tuition fees in medicine will rise 16.7 per cent while law students will pay a 19.4 per cent increase. Dental students are facing a year-over-year increase of almost 21 per cent with fees now averaging more than \$11,000.

"The rise in tuition at professional schools isn't just closing the door on students from less wealthy families, but it's also affecting the career choices of those who can afford to attend," says Catano. "When medical students can expect to enter the profession with staggering debt loads of \$100,000 it comes as little surprise that we now have the lowest number of students intending to practice family medicine."

Statistics Canada also reports that undergraduate students will pay an average of \$623 in additional compulsory fees for the coming academic year, up 9 per cent from last year. Fees for services include recreation and athletics facilities, student health services, counselling and placement services, student organizations and other fees for general services on campus. ■

Version française à la page A10.

### Average Undergraduate Tuition Fees



Using the most current enrollment data available, average tuition fees have been weighted by the number of students enrolled by institution and field of study. Fees at both public and private institutions are included in the weighted calculations. Both in and out-of-province students are included in the calculations for Quebec.

## Albertans Question Affordability of Higher Education, Poll Shows

THE number of Albertans who think higher education remains affordable has fallen sharply over the last two years, according to survey results released by provincial officials.

In 2001, 75 per cent of Albertans polled said a post-secondary degree was within the means of most Albertans. Last year, 63 per cent thought so. This year, only 52 per cent agreed.

The province's Learning Min-

ister, Lyle Oberg, called the results "alarming," arguing people have a misconception about how much university costs. He also said the province has to reexamine its communications strategy on post-secondary tuition fees.

"We need to get more information out there about what the actual costs are of going to universities," he said.

According to Statistics Canada, average university tuition fees

in Alberta have increased by 28 per cent since 1998, and by 103 per cent since 1993. A student paid an average yearly tuition of \$2,209 in 1993. This year, that average was \$4,487.

Mat Brechtel, student union president at the University of Alberta, said the survey shows "we're finally hitting the crisis point."

The poll results were released in mid-August in Alberta Learning's draft annual report. ■

## L'ACPPU appuie la campagne « Non à l'exploitation »

LORS de sa réunion de juin, le Comité de direction de l'ACPPU a voté en faveur du soutien de la campagne contre l'exploitation des travailleurs et travailleuses du textile.

Organisée par le Maquila Solidarity Network, le Syndicat du vêtement, du textile et autres industries, le Congrès du travail du Canada, Oxfam Canada et Students Against Sweatshops, la campagne exerce des pressions sur les détaillants, les institutions publiques et les fabricants afin qu'ils cessent de vendre ou d'acheter des produits fabriqués par des enfants et de la main-d'œuvre exploitée.

À la grandeur du Canada, la population étudiante, le personnel et le corps professoral des universités pressent leurs dirigeants d'adopter une politique exigeant des sociétés qui fabriquent des produits portant le nom de l'université de respecter les lois élémentaires du travail.

Les universités de l'Alberta, Laurentienne, Western Ontario, de Waterloo, de Guelph, de Toronto, Dalhousie, de Montréal, Memorial

et McMaster ont adopté des politiques « Non à l'exploitation ». Des campagnes sont en cours aux universités Simon Fraser, Ryerson et Queen's.

« L'ACPPU conseille fortement aux associations de professeurs locaux d'appuyer les initiatives dénonçant l'exploitation là où il y en a », a déclaré James Turk, directeur général de l'ACPPU. « Là où il n'y en a pas, nous invitons les associations à en organiser. »

« À l'automne, nous enverrons à chaque association membre des troupes sur la campagne Non à l'exploitation », a-t-il ajouté. ■

Pour en savoir plus sur les campagnes Non à l'exploitation, les ateliers de mise en œuvre et l'exploitation de travailleurs et travailleuses, visitez les sites suivants : Maquila Solidarity Network ([www.maquila.org/campaigns/noosweat/francais/index.htm#Appui](http://www.maquila.org/campaigns/noosweat/francais/index.htm#Appui)); SVTI Canada ([www.unite-svti.org/Fr/STOP\\_SWEATSHOPS\\_Fr/fr\\_stop\\_sweatshops\\_campaign/fr\\_stop\\_sweatshops\\_campaign.html](http://www.unite-svti.org/Fr/STOP_SWEATSHOPS_Fr/fr_stop_sweatshops_campaign/fr_stop_sweatshops_campaign.html)); Global Exchange ([www.globalexchange.org/campaigns/sweatshops/](http://www.globalexchange.org/campaigns/sweatshops/)).

English on page A5.

## Warped Political Policies Devalue Post-Secondary Education

ISS From PAGE A3

tem in which there will be one category of teaching-only universities and another where teaching is carried out by contingent faculty while tenured faculty pursue research that can be commercialized and patented for the gain of the university and the economy. Additionally, money is being directed into having two-year colleges undertake the major part of teaching through articulation agreements or, in some cases, becoming teaching-only degree-granting institutions. The Canada Research Chairs program is a good illustration of this thinking when the initial ground rules prohibited CRC holders from teaching.

The stealth policies of the federal government appear to be following an agenda developed in the U.K. by the Blair government to create a two-tiered university system. In both cases, bureaucrats point to a meta-analytic study<sup>1</sup> to justify their actions. Based on research from the 1970s, the study's authors found only a small correlation between research output and teaching effectiveness. Although others have raised numerous problems with the study, it continues to surface in policy documents. More qualitative studies consistently find that students want to be involved in research projects and perceive the value of having their faculty involved in research. In fact, bodies such as the U.S.-based Association to Advance Collegiate Schools of Business use undergraduate research opportunities as one of their accreditation criteria.

Research benefits undergraduates by allowing them to experi-

ence and participate in the most recent developments in their fields without having to wait to learn about them two or three years later when a new textbook arrives on the scene. Research helps undergraduates to develop critical thinking skills and teaches them how to gather and integrate information. Asking whether good researchers make good teachers (or vice versa) is nothing more than a red herring that removes the focus from the legitimate question of what makes post-secondary education different from other parts of the educational system: high quality teaching takes place in an active research environment that stimulates students to challenge and question the status quo.

Rather than introducing policies that concentrate research in a handful of "elite institutions" governments should develop policies that would strengthen the research capacity throughout the post-secondary system and prevent the further fragmentation of teaching and research. Such policies could include greater support for research collaboration with faculty at "teaching-only" institutions and more weight given to the scholarship of teaching at research-intensive universities.

The misguided policy of viewing creation of knowledge apart from its dissemination through teaching will only have negative consequences for the post-secondary system and for the nation. ■

1. Hattie, J. & Marsh, H.W. (1996) The Relationship Between Research and Teaching: A Meta-Analysis. Review of Educational Research, 66(4), 507-542.

## Nouvelle secrétaire

L'ACPPU a nommé Jocelyne Fortier au nouveau poste de secrétaire. Elle sera affectée au secteur de la santé et de la sécurité ainsi qu'au service des publications. Jocelyne détient deux baccalauréats en arts de l'Université d'Ottawa. Avant son entrée en fonction en juillet, elle travaillait depuis plus de dix ans à l'université, assumant diverses fonctions administratives. Auparavant, elle avait enseigné pendant huit ans Ontario Business College. Bilingue, Jocelyne sera coordonnatrice de la diffusion du Bulletin et fournira un soutien administratif à la directrice-rédactrice en chef ainsi qu'à l'agente de santé et de sécurité au travail. ■

English on page A5.

## CAUT Defends Academics in Major Lawsuit

ISS From PAGE A1

Maughan's allegations against the three other faculty members arise out of the appeals. Two of the faculty members are named in her suit because of objections to letters they submitted to appeal bodies. The third faculty member is named because she is alleged to have demonstrated "antipathy toward the Plaintiff" during Maughan's initial appeal to the department of English.

Maughan also alleges UBC failed to act against a fellow graduate student who posted a document on a closed, graduate student-only list-server in November 2000 that was bitterly critical of a Christian candidate running in a political election at the time and which Maughan alleges is discriminatory against Christians.

Maughan is being represented by well-known, Calgary-based constitutional lawyer, Gerald Chipew, a fellow of the International Academy for Freedom of Religion and Belief and a trustee of Canadian University College.

The lawsuit has drawn widespread media attention, including coverage in the National Post "Christian 'Exposed to Contempt,'" The (Alberta) Report "Let's hope Cynthia Maughan beats the Christian-bashers at UBC," the (U.S.) Midwest Conservative Journal and Liberty: A Magazine of Religious Freedom, and was highlighted on the Ku Klux Klan web site under International News Affecting White Christians World Wide.

The university has provided initial legal representation for itself and for the four faculty defendants. CAUT and the UBC Faculty Association have agreed the serious academic freedom issues require that the four faculty members have independent legal counsel and that CAUT take responsibility for providing it. To assist CAUT with giving independent legal counsel to the faculty members, the faculty association has donated \$50,000 to CAUT. If all of this money is not needed for defence in this case, the remainder will be transferred to the CAUT Academic Freedom Fund. ■

## La hausse des droits de scolarité est une honte

DE retour en classe, les étudiants des universités font face à la plus importante hausse des droits de scolarité en quatre ans.

Les étudiants de premier cycle paieront en moyenne 4 025 \$ en droits de scolarité pour l'année universitaire 2003-2004. Ces droits ont presque triplé par rapport à 1990-1991, où ils s'élevaient à 1464 \$. Calculés en fonction de l'inflation, ils affichent une hausse spectaculaire de presque 100 p. 100 pour la même période.

Les dirigeants étudiants préviennent que l'accroissement du coût des études universitaires empêchera de plus en plus de Canadiens et Canadiennes d'obtenir un grade.

« Plus de 100 000 jeunes sont exclus des études universitaires chaque année à cause d'obstacles financiers », a déclaré Ian Boyko, président national de la Fédération canadienne des étudiantes et étudiants. « L'incapacité des gouvernements fédéral et provinciaux à travailler ensemble pour garantir l'accessibilité aux études postsecondaires est une honte. »

Il a fait remarquer que, pour la deuxième année consécutive, la Colombie-Britannique affiche l'augmentation la plus prononcée des droits de scolarité, soit une hausse de 30,4 p. 100, dans le sillage de la hausse de 25,7 p. 100 de l'année dernière. Ces progressions font suite à la décision du gouvernement de retirer en 2002 le gel des droits de scolarité, qui durait depuis six ans.

Les droits de scolarité du premier cycle sont gélés au Manitoba et ils diminueront de 4,5 p. 100 à Terre-Neuve et au Labrador. Il s'agit d'une quatrième année de suite où les droits de scolarité à l'université demeurent stables ou diminuent dans la province. Les droits de scolarité seront maintenus pour les résidents du Québec inscrits à une université de la province. Toutefois, les étudiants des autres provinces devront payer presque 3 p. 100 de plus.

D'autre part, les droits de scolarité moyens des étudiants de la Nouvelle-Écosse demeurent les plus élevés (5 557 \$), suivis de l'Ontario (4 923 \$).

Les droits de scolarité des programmes d'études supérieures sont également en hausse. Les droits moyens augmenteront de 6,8 p. 100 par rapport à l'année dernière, s'élevant à 5 199 \$ en moyenne. Les diplômés de l'Ontario paient les montants les plus élevés au pays, soit 8 376 \$.

« En tant que pays, nous devons faire beaucoup plus pour garantir aux meilleurs et aux plus brillants étudiants la possibilité de poursuivre des études avancées », soutient M. Catano. « L'admission à l'université doit se fonder sur le talent d'un étudiant et non pas sur la capacité de sa famille à le lui offrir. »

Il souligne également que les droits de scolarité en droit, en art dentaire et en médecine augmentent considérablement. Les droits moyens en médecine progresseront de 16,7 p. 100 alors que les étudiants en droit paieront 19,4 p. 100 de plus. Les étudiants en art dentaire sont aux prises avec une hausse annuelle de presque 21 p. 100. Leurs droits de scolarité s'élèvent à plus de 11 000 \$.

« La hausse des droits de scolarité des écoles professionnelles ne fait pas que dissuader les étudiants et étudiants issus de familles moins nanties, elle influence aussi le choix de carrière de ceux et celles qui ont les moyens de fréquenter l'université », explique-t-il. « Lorsque les étudiants en médecine font face à des dettes stupéfiantes de 100 000 \$, il n'est donc pas étonnant que le nombre de personnes voulant exercer la médecine familiale soit au plus bas en ce moment. »

Statistique Canada révèle en outre que les étudiants et étudiantes de premier cycle paieront en moyenne 623 \$ en autres frais obligatoires pour l'année universitaire à venir, soit une hausse de 9,0 % par rapport à l'année dernière. Les frais obligatoires pour les services comprennent les frais pour les sports et les loisirs, les services de santé offerts aux étudiants, les services de counselling et de placement, les associations étudiantes et les autres frais pour les services généraux. ■

English on page A9.

## Nomination en santé et sécurité au travail

LAURA Lozanski a joint les rangs de l'ACPPU en tant qu'agente de santé et de sécurité au travail.

Elle s'est occupée de santé et de sécurité dans plus de 60 lieux de travail dans l'Est de l'Ontario, a mis en œuvre des programmes de suivi des maladies et des blessures professionnelles dans chacun de ces lieux de travail et a élaboré des programmes de formation en santé et sécurité au travail. Elle a été professeure en santé et sécurité au Ontario Workers Health and Safety Centre et a collaboré avec des syndicats à la rédaction de guides en santé et sécurité. Elle a siégé au conseil d'administration de l'Hôpital général de Belleville et au conseil du Hastings and Prince Edward Health Council. Elle vient de revenir au pays après avoir dirigé une équipe de professionnels de la santé dans des régions éloignées du Guyana, en Amérique du Sud, afin de fournir à la population des soins médicaux de base.

Fort de plus de 15 ans d'expérience en santé et sécurité au travail, M<sup>me</sup> Lozanski aura la responsabilité d'offrir aux associations locales un mélange d'informations techniques et de séances de formation mettant l'accent sur la protection de la santé et de la sécurité de leurs membres. ■

English on page A5.

# COMMENTARY TRIBUNE LIBRE

## My Trip to Hell

Association of University Teachers (U.K.) president-elect Angela Roger goes to Colombia to visit education trade unionists living in the midst of genocide.

By ANGELA ROGER

NORMALLY, when I go abroad the most solemn advice I get is "Go to this town," "... that gallery" or "... those beaches." But when I went to Colombia, a few [months] ago, the advice I received was rather more chilling. "Never go out alone"; "Don't tell anyone where you're staying"; "Don't take anything to eat or drink from strangers."

To the uninitiated, this might sound melodramatic. But it's not. Not if you're going to Colombia as a trade unionist leader, from the education sector, visiting your counterparts. For, in Colombia, hundreds of education staff, especially if they are also trade unionists, are threatened, abducted and killed every year.

It's because of this catastrophic situation that I and eight other people — from NATFHE, Unison, War on Want and Justice for Colombia — visited the south American nation from late April to early May: to see at first hand just how bad things are there for unionized educationalists, who are seen as being particular enemies of the right-wing government's attempts to privatize public services.

Throughout our visit we gathered devastating accounts of human rights abuses — at the hands of right-wing paramilitaries, supported by the secret police — and curbs on the autonomy of universities. Institutions are regularly occupied by security forces and closed to staff and students. On our visit to the Bogotá campus of the National University, for example, we saw staff and students protest at political interference from President Alvaro Velez in the appointment of a new rector. As we left, the campus was being cleared by heavily-armed riot police, with fearsome tanks poised at the



### Action Direct

Identify a person in your association to be responsible for circulating, and responding to, e-mail alerts about Colombian university staff.

Establish connections with Colombian colleagues, perhaps through twinning arrangements with Colombian universities, and identify Spanish speakers in your association who can communicate directly with our Colombian counterparts.

gates. Our translator explained that secret service agents would point out the student leaders — who would be arrested and never seen again.

While we were in Colombia, we heard the most harrowing tales, many of them first hand. There was one concerning 22 students who disappeared in a forced eviction from the National University. Then there was one about a woman teacher — dissenting from the plan to privatize her school — who had her home repeatedly raided; her 13-year-old daughter arrested; her husband killed; and her family displaced. There was also one about the paramilitaries trying to disguise the identity of those they kill with acid or decapitation with a chainsaw — and of them playing football with a severed head.

During our stay, we were looked after by Colombian union colleagues: some of the most courageous and dignified people I have ever met. The fear was always written on their faces — not surprising as they have to work in bomb-proof offices, drive in bulletproof cars and be escorted at all times by bodyguards, armed with Czech nine millimetre pistols and Uzis, that fire 25 bullets at one squeeze. We only once saw one union leader relax without a bodyguard and that was at the top of a mountain. They hardly drank alcohol — too dangerous to drop one's guard. They went home

early; their houses were guarded and bulletproof. For these people family life is impossible, many of their relatives have to live abroad.

Whenever our group was outside we had to stay together, usually with our colleagues' bodyguards. When we travelled it was normally in a convoy of armoured jeeps, cutting in through lanes of traffic, taking turns to cover each other. The cars remained in constant contact, by mobile phone, radio and pager. When we went to restaurants, the armed guards would either wait at the door or join us at the table. Even when we went to the airport to fly home, we were taken to the departure lounge by our bodyguards.

Going to Colombia was incredibly depressing. And now I have returned, my sleep is disrupted and I find it difficult to concentrate on work. I also keep asking myself the same question: would I be a trade unionist in Colombia? I would like to think the answer is yes. But the cost to my family and social life, and sense of security and freedom would be enormous. ■

Angela Roger is president-elect of the Association of University Teachers and senior lecturer in education at the University of Dundee.

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The views expressed are those of the author and not necessarily those of CAUT.



Paramilitaries are responsible for the majority of the murders of labour leaders in Colombia.

## Copyright Reform — Why We Should Care

ISS From PAGE A3

about them. Here, copyright has been understood primarily in terms of protection of the rights of copyright owners. There is a widespread belief that if we plugged all the loopholes in copyright, artists would be making a decent living. This is not true. For one thing, copyright only protects those whose work has already been rewarded by the market. The government has many initiatives — grants, Cancon regulations, subsidized education — that do help developing or noncommercial artists, but they are quite apart from copyright.

Besides, if we plugged every loophole to free access, we would jam our creative system. Imagine

if a kid had to get copyright clearance or pay a fee in order to play around with the chords of a copyrighted song in his basement, or a would-be writer had to pay licensing fees in order to read the public domain poems by the likes of Rossetti, Whitman and Donne she could find on the web.

Individual copyright clearance may not involve fees, but it involves hassles. Licensing, Canada's typical solution, may not involve hassles, but it involves fees. Either way, we are impeding and de-democratizing access to our cultural heritage if we don't have some play in the system.

I suggest we look at the American copyright law for a model. The U.S. is leading the way in copy-

right expansionism these days, but in one respect they have a very enlightened system, in that "fair use," as they call it, is an open rather than a closed category. Whereas Canada's "fair dealing" is a very limited "exception," American "fair use" is permitted "for purposes such as criticism, comment, news reporting, teaching (including multiple copies for classroom use), scholarship or research."

Not only does this wording explicitly give greater rights to teachers, but it leaves the door open for various artistic transformations of copyrighted material such as parody or pastiche. The American statute goes on to say that in assessing whether a use is fair or not, one should consider

the "purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes," as well as "the nature of the copyrighted work, the amount and substantiality of the portion used in relation to the copyrighted work as a whole, and the effect of the use upon the potential market for or value of the copyrighted work."

In other words, owners and other rights-holders are well protected in this statute. Many Americans think the rights of owners are too well protected, but compared to the Canadian law, American law is much more balanced between owners and users.

Given Canada's tradition of attention to the collective good, I

would expect us to be a world leader in the realm of copyright, making law that allows all Canadians to be educated, engaged and creative members of society. Exceptions are not the way to go. Universities should be championing an expanded vision of fair dealing instead of begging for scraps. Educational institutions are important repositories of and seed beds for our public culture, and they should not be hemmed in at every turn. ■

Laura Murray is associate professor of English at Queen's University.

Further information is available at [www.faircopyright.ca](http://www.faircopyright.ca).

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that the commercial needs of Big Pharma are the  
natural-born enemy of independent scientific research.

— John Le Carré

# Let Them Eat Prozac

Here is a frank examination of the pharmaceutical industry and of one of the most popular drugs of the last twenty years by a psychiatrist who has been a consultant to many of the top companies.

Sales of Prozac, Paxil and Zoloft now account for billions of dollars worldwide. Despite outward expressions of confidence in these new miracle drugs, drug companies and researchers still do not know exactly how they work, or what their potential side effects are.

After years of consulting to the major companies, independent study, and prescribing Prozac and its sister antidepressants, David Healy shows that some of the patients taking Prozac, Paxil and Zoloft can become suicidal and commit suicide at a much higher rate than if they had been left untreated. The manufacturers have refused to acknowledge this risk, key national regulators have not taken

appropriate steps to protect the safety of their citizens, and critics of these drugs have been harassed and threatened.

In this book David Healy describes his transition from drug industry consultant to independent-minded critic. We meet leading figures in drug research, industry promotion, and government regulators. We are taken into the back rooms of lawsuits where industry experts go head-to-head with lawyers and victims families looking for compensation for apparently Prozac-induced suicide. We see the medical writing agencies pharmaceutical companies use to ghost write academic articles that appear in prestigious medical journals.

Near the conclusion of the book we witness Healy being offered a prestigious job at the University of Toronto, then having the offer rescinded after a talk that raised issues discussed in this book.



## BY DAVID HEALY

Dr. DAVID HEALY is Reader in Psychological Medicine at the University of Wales College of Medicine and Visiting Professor of Medicine at the University of Toronto. He is author of more than 120 peer reviewed articles and more than a dozen books, including *The Antidepressant Era* (Harvard) and *The Creation of Psychopharmacology* (Harvard).

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## Vice-Provost, Students and Registrar University of Windsor



The University of Windsor invites applications, nominations, and expressions of interest for the newly created position of Vice-Provost, Students and Registrar. The portfolio of the Vice-Provost, Students and Registrar is diverse, and entails responsibility for all aspects of student life – from the student's first moment of interaction with the University, through recruitment and admissions, to campus life in housing and recreation, student services, and the management of student records and other databases.

The University of Windsor is a comprehensive research and teaching institution. Within a vibrant, dynamic and friendly environment, it offers a broad range of high-quality undergraduate, graduate, cooperative education and professional programs to more than 14,000 students. The University welcomes students from Ontario and around the world. To learn more about this remarkable university, please visit the web site at [www.uwindsor.ca](http://www.uwindsor.ca).

The Vice-Provost, Students and Registrar, who is responsible to the Provost and Vice-President, Academic, is the executive head of the Division of Student Development and Support, the Office of Liaison and Student Recruitment, the Office of the Senate Secretariat, and the Registrar. The successful candidate for this exciting opportunity will be a strong leader, an excellent communicator, and have the ability to function as the primary advocate for student issues. The appointment,

ideally combined with a tenured faculty position, is for a term of up to six years, and will commence in July 2004. The search committee will begin its review of candidates on November 1, 2003. To ensure consideration, applications, nominations, and expressions of interest should be submitted by that date to the address shown below.

The University of Windsor is committed to equity in its academic policies, practices, and programs; supports diversity in its teaching, learning, and work environments; and ensures that applications from members of traditionally marginalized groups are seriously considered under its employment equity policy. Those who would contribute to the further diversification of our faculty and its scholarship include, but are not limited to, women, Aboriginal peoples, persons with disabilities, members of visible minorities, and members of sexual minority groups.

In accordance with Human Resources Development Canada policy, Canadian citizens and Permanent Residents will be considered first for this position. For more information, contact the address below and visit the University of Windsor web site at [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions).

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The University of Winnipeg is devoted equally to access and excellence, and to the conviction that these are compatible goals. It values equality and diversity, academic freedom, self-governance, and community service. The University of Winnipeg is poised to redefine undergraduate liberal education by both strengthening the intellectual disciplines and dissolving programmatic boundaries to address the needs of students of all backgrounds.

The President is Vice-Chancellor, Chair of Senate and an ex-officio member of the Board of Regents, and provides leadership and overall strategic direction for the University, stimulating and supporting excellence in teaching, research and scholarship. The President communicates the University's unique values and culture in a way that generates enthusiasm, passion and support from members of the university and its broader community, building on its traditions of outreach and innovation and its culture of strong academic values.

The ideal candidate has demonstrated success through leadership experiences in an academic setting. s/he has an ability to foster a positive, open, cooperative academic institution focused on learning and the development and dissemination of knowledge. A combination of education and experience that would command respect from all sectors of the University community would usually suggest a Ph.D. or highest credential in the discipline and an outstanding record of achievement in teaching, research/scholarly activity and university service, preferably having achieved the rank of Professor.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

Should you want to learn more about this unique leadership opportunity, call Libby Dybikowski or Maureen Geldart at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence to Providence Consulting, Suite 202 – 1555 Marine Drive, West Vancouver, BC V7V 1H9. Fax: (604) 913-8356, e-mail [search@providenceconsulting.com](mailto:search@providenceconsulting.com). To apply on line, go to [www.providenceconsulting.com](http://www.providenceconsulting.com). We will communicate with all who express interest.



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# CAREERS CARRIÈRES

commitment to undergraduate teaching and to research. The department offers a balanced undergraduate program with equal staffing levels in Archaeology, Cultural Anthropology and Physical Anthropology. The University of Windsor is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal Canadians and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. These positions will commence on July 1, 2004. Both positions are subject to budgetary approval. Deadline for submission of applications is October 15. Interested applicants should send a curriculum vitae, including names of three referees to: Acting Chair, Department of Anthropology, The University of Windsor, 515 Portage Avenue, Windsor, Manitoba, Canada R9B 2E9.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the Department of Sociology and Anthropology in the area of Social/Cultural Anthropology at the rank of assistant professor commencing as early as January 1, 2004. For a detailed position description, visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: [lynne@uwindsor.ca](mailto:lynne@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca).

## APPLIED HUMAN SCIENCES

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## APPLIED LANGUAGE STUDIES

■ **BROCK UNIVERSITY** – The Department of Applied Language Studies, Brock University, offers a dynamic undergraduate program in Teaching English as a Second Language (TESL) and anticipates a new MA program in Applied Linguistics (specializing in Teaching English to Speakers of Other Languages). We invite applications for a probationary tenure-track appointment in TESL/Linguistics, subject to final budgetary approval, to begin, if possible, in January 1, 2004. We seek applicants with demonstrated research and teaching in TESL and Sociolinguistics and an enthusiasm for offering a first-year general-interest course in the Study of Language. Candidates should hold a doctorate in TESL or Applied Linguistics or a closely related field. The successful candidate will be expected to participate in the academic and administrative activities of the department, to teach at the graduate and undergraduate levels, and to supervise graduate students. The appointment will be made at Assistant or Associate Professor rank, commensurate on qualifications and experience. The deadline for applications is October 30, 2003 or until the position is filled. Send application letter, CV and the names and contact details (email, telephone and email) of 3 referees to Professor J. Swell, Chair, Department of Applied Language Studies, Brock University, St. Catharines, Ontario L2S 3L1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website: [www.brocku.ca/](http://www.brocku.ca/).

## BIOCHEMISTRY

■ **SIMON FRASER UNIVERSITY** – The Department of Molecular Biology and Biochemistry is searching for two (2) tenure-track Assistant Professors in the area of protein biochemistry. We are particularly interested in candidates who use multidisciplinary approaches to study protein structure and function. A PhD in biochemistry, or related area, and post-doctoral experience are required. Candidates will be expected to develop a competitive externally-funded research program and to contribute to the graduate and undergraduate teaching programs in this Department. The successful candidates will join a group of interactive, research-intensive biochemists and molecular biologists. New facilities include X-ray crystallography and NMR. Qualified candidates may be considered for nomination as a Canada Research Chair. Applicants should submit a curriculum vitae, three letters of reference, copies of up to four relevant publications, and a statement of research interest and plans to Protein Biochemistry Search Committee, Department of Molecular Biology and Biochemistry, Simon Fraser University, Burnaby BC V5A 1S6 Canada. Applications will begin to be considered on October 1, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to an employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, aboriginal Canadians, persons with disabilities, and members of visible minorities. Applicants may visit the departmental website at: <http://www.sfu.ca/mbl/>.

## BIOLOGICAL SCIENCE

■ **THE UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY** – The School of Science seeks faculty to teach biological science. The successful candidates will be expected to conduct active and innovative research programs and to teach at the undergraduate and graduate levels. In keeping with our technology-enhanced mobile learning environment, in which every student and professor uses a laptop, the University of Ontario Institute of Technology seeks faculty who strive to explore and develop new pedagogies. For more information please

visit [www.uoit.ca](http://www.uoit.ca). Applicants with research expertise in the areas of molecular biology, biocomputation or biochemistry are particularly encouraged to apply, although all fields will be considered. Applicants must possess a PhD in biology or a related area, a strong academic background, and a record of excellence in research. The University of Ontario Institute of Technology is an equal opportunity employer and welcomes applications from all qualified men and women, including members of visible minorities, Aboriginal Peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted until October 31, 2003 or until suitable candidates are found; all positions are subject to budgetary approval. Applicants should submit in electronic form a covering letter indicating competition number UOIT03.16, a curriculum vitae including a list of publications, a statement of teaching interests, and outline of their present research program and a brief future research plan, and a list of at least three referees to [careers@uoit.ca](mailto:careers@uoit.ca).

■ **THE UNIVERSITY OF WINDSOR** invites applications for the position of Head of the Department of Biological Sciences commencing July 1, 2004. Subject to Budgetary Approval. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Queries concerning this position should be directed to the Chair, Biology Head Search Committee at: Tel: 519.253.3000, Ext. 2697; Fax: 519.971.3609; Email: [biosci@uwindsor.ca](mailto:biosci@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca).

■ **THE UNIVERSITY OF WINDSOR** invites applications for two tenure-track positions in Biological Sciences at the rank of Assistant Professor commencing July 1, 2004 in the areas of Ecology and Molecular and Cellular Biology. For detailed position descriptions visit our website at [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. David A. Côté, Chair, Biological Sciences, Building 119 University of Windsor, Windsor, Ontario N9B 3P4. Phone: 519.253.3000, Ext. 2701; Fax: 519.971.3609; E-mail: [cote1@uwindsor.ca](mailto:cote1@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca).

## BIOLOGIE

■ **L'UNIVERSITÉ D'OTTAWA ET MUSÉE CANADIEN DE LA NATURE** – Le Musée canadien de la nature et le Département de biologie de l'Université d'Ottawa cherchent à pourvoir un poste de professeur en taxonomie au Musée canadien de la nature, fonction conjointe aux deux organismes. Le candidat choisi sera titulaire d'un poste de professeur adjoint menant à la permanence au sein de l'Université, et exercera ses activités à part égales dans les deux institutions. Nous sommes à la recherche d'un candidat ayant fait preuve d'excellence dans ses recherches et enthousiaste tant à l'égard de l'enseignement universitaire que de l'information du public par l'entremise du Musée. Les principaux champs de recherche de l'Université sont la biologie cellulaire et moléculaire, l'écologie et la physiologie, alors que le Musée est davantage axé sur la biodiversité, la paléontologie, les sciences minières et l'enrichissement des collections. Le Musée constitue le centre national d'histoire naturelle du Canada et offre tous ses programmes en français et en anglais, et l'Université d'Ottawa est la plus grande université bilingue d'Amérique du Nord. La préférence sera accordée aux candidats capables de s'exprimer dans les deux langues. Le candidat recherché est titulaire d'un doctorat en botanique, en physiologie ou en sciences biologiques, avec une spécialisation en taxonomie des plantes, de préférence axée sur l'étude des lichens ou des plantes inférieures. Le candidat possède également une expérience pratique de la recherche fondée sur des collections, a des publications reconnues à son actif et est apte à travailler dans les contextes différents du Musée et de l'Université. On s'attend également à ce que le titulaire du poste fasse des démarches pour obtenir des subventions extérieures afin de financer ses recherches. Les candidatures doivent être soumises au plus tard le 31 septembre 2003. L'Université et le Musée soutiennent au principal de l'équité en emploi et invitent toutes les personnes compétentes à poser leur candidature. Conformément aux normes canadiennes en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. Un énoncé de qualités complet peut être obtenu sur demande. Les candidats intéressés peuvent envoyer leur curriculum vitae, une description de leurs projets de recherche, de leur intérêt et de leur expérience en matière d'enseignement et d'information du public ainsi que le nom de trois personnes ayant accepté de leur faire des lettres de recommandation, à l'adresse suivante : Comité de recrutement UOMCN, Département de biologie, Université d'Ottawa, C.P. 450, succursale A, Ottawa (Ontario), K1N 6N5. Pour obtenir de plus amples renseignements, veuillez vous adresser à [curriculum vitae@uoit.ca](mailto:curriculum vitae@uoit.ca) ou à [MGRHAM@mus-nature.ca](mailto:MGRHAM@mus-nature.ca).

## BIOLOGY

■ **CONCORDIA UNIVERSITY** – The Faculty of Arts & Science has one tenure-track position available in Cell and Molecular Biology. Please see our full-page display in this issue or visit us on the Web at <http://artsandscience.concordia.ca/interne/jobs.cfm>.

■ **CONCORDIA UNIVERSITY** – The Faculty of Arts & Science is looking for one tenure-track Research Chair in Genomics. Please see our full-page display in this issue or visit us on the Web at <http://artsandscience.concordia.ca/interne/jobs.cfm>.

■ **THE UNIVERSITY OF OTTAWA AND THE CANADIAN MUSEUM OF NATURE** – The Canadian Museum of Nature and the Biology Department of the University of Ottawa invite applications for the Canadian Museum of Nature Systematics Professorship, a joint position at the two organizations. The successful candidate will have a tenure-track Assistant Professor position at the University, with 50% of his/her responsibilities at each institution. We seek candidates who have demonstrated excellence in conducting research, and enthusiasm for both formal teaching at the University and for public outreach through the Museum. The University has strengths in cell and molecular biology, ecology, and physiology, and the Museum in biodiversity, paleontology, mineral sciences and collections development. The Museum is Canada's national natural history museum offering all of its programs in both English and French, and the University of Ottawa is North America's largest bilingual university. There will be a strong emphasis for the candidate to be able to function in both languages. We seek an applicant with a PhD in biology, plant sciences or biological sciences, with a specialization in plant systematics, preferably in lichenology or lower plants. The applicant must possess practical experience in collection-based taxonomy, a proven publication record, and be able to work in both museum and university environments. The candidate will be expected to compete for external funding for his/her research. Applications should be received by September 31, 2003. The University and the Museum are committed to employment equity and we encourage applications from all qualified individuals. In accordance with Canadian immigration requirements, first priority will be given to Canadian citizens and permanent residents. A complete statement of qualifications is available upon request. Applicants should send a curriculum vitae, a description of future research, a description of teaching and/or public outreach interest and experience, and the names of three individuals willing to furnish letters of reference to: UOMCN Search Committee, Biology Department, University of Ottawa, Box 450, Station A, Ottawa, Ontario K1N 6N5. For further information, contact [curriculum vitae@uoit.ca](mailto:curriculum vitae@uoit.ca) or [MGRHAM@mus-nature.ca](mailto:MGRHAM@mus-nature.ca).

■ **QUEEN'S UNIVERSITY** – The Department of Biology invites applications for a Tier 1 Canada Research Chair in biological imaging and computational biology. Preference will be given to candidates with proven leadership in building a research group using dynamic imaging and quantitative, experimental methods to investigate topical areas such as the dynamics of protein localization, signal transduction or morphogenesis. The successful applicant will be selected primarily on the basis of overall excellence, but should complement existing research programs at Queen's which use imaging and biosensor technology to answer questions in cell biology,

neurobiology or development. The Department of Biology has superb facilities in the new Biosciences Complex, and access to a state-of-the-art Protein Function Discovery system. Queen's University is a medium size university with a full range of professional programs including a medical school, providing opportunities for collaborations involving faculty from other academic units such as Biochemistry and the School of Computing. Queen's is recognized nationally for the quality of its undergraduate and graduate programs, which attract outstanding students. Kingston is an attractive community of approximately 150,000, situated on the shores of Lake Ontario, close to Ottawa, Montreal and Toronto. Qualifications for this position include a PhD, postdoctoral experience and published evidence of excellent research ability. The successful candidate will be expected to be an excellent teacher and to develop a vigorous, externally funded research program. Applicants must be eligible for nomination to a Canada Research Chair (CRC). Tier 1 that has been allocated to this position ([www.queensu.ca](http://www.queensu.ca)) and brings with it substantial infrastructure funding from CROIT. A separate CROIT proposal for major new instrumentation and infrastructure in this area at Queen's has also been submitted. Tier 1 CRCs are normally more than 10 years from PhD at the time of application and will be appointed at the level of Associate or Full Professor depending on qualifications. Expected date of appointment is July 1, 2004, subject to negotiation. Review of applications will begin November 12, 2003 and continue until the position is filled. Prospective candidates requiring additional information about this position may contact the Head of Biology in confidence prior to the deadline. Formal applications require submission of curriculum vitae, statement of current and prospective research interests, statement of teaching interests, and at least ten letters of reference to: Dr. Peter T. Boag, Head, Department of Biology, Queen's University, Kingston, Ontario, Canada K7L 3N6 (Web: [biolog-queensu.ca](mailto:biolog-queensu.ca), Email: [boag@biology.queensu.ca](mailto:boag@biology.queensu.ca), Fax: (613) 533-6671). Academic staff at Queen's University are governed by a collective agreement, the details of which are posted at [www.queensu.ca/qa](http://www.queensu.ca/qa). In accordance with the Queen's guidelines for the assignment of Canada Research Chairs, applications from qualified women are particularly encouraged for this position. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities and persons of a diversity of sexual orientation. Canada Research Chairs are open to candidates of all nationalities. However, Canadian citizens and permanent residents will be considered first for this position.

■ **THE UNIVERSITY OF WATERLOO** – The Department of Biology invites applications for the position of Lecturer in Animal Physiology and Cell Biology to teach several undergraduate courses in these areas. This is a 3-year, renewable, position beginning January 1st, 2004 or as soon as possible thereafter. The duties for this position are primarily directed toward teaching and service. The successful applicant must have a PhD degree in animal/cell/physiology or a

chair's grant and brings with it substantial infrastructure funding from CROIT. A separate CROIT proposal for major new instrumentation and infrastructure in this area at Queen's has also been submitted. Tier 1 CRCs are normally more than 10 years from PhD at the time of application and will be appointed at the level of Associate or Full Professor depending on qualifications. Expected date of appointment is July 1, 2004, subject to negotiation. Review of applications will begin November 12, 2003 and continue until the position is filled. Prospective candidates requiring additional information about this position may contact the Head of Biology in confidence prior to the deadline. Formal applications require submission of curriculum vitae, statement of current and prospective research interests, statement of teaching interests, and at least ten letters of reference to: Dr. Peter T. Boag, Head, Department of Biology, Queen's University, Kingston, Ontario, Canada K7L 3N6 (Web: [biolog-queensu.ca](mailto:biolog-queensu.ca), Email: [boag@biology.queensu.ca](mailto:boag@biology.queensu.ca), Fax: (613) 533-6671). Academic staff at Queen's University are governed by a collective agreement, the details of which are posted at [www.queensu.ca/qa](http://www.queensu.ca/qa). In accordance with the Queen's guidelines for the assignment of Canada Research Chairs, applications from qualified women are particularly encouraged for this position. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities and persons of a diversity of sexual orientation. Canada Research Chairs are open to candidates of all nationalities. However, Canadian citizens and permanent residents will be considered first for this position.

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McGill

## Assistant Professor, Cognition Department of Psychology

The Department of Psychology of McGill University seeks applicants for 2 tenure-track positions as Assistant Professor in Cognition with an anticipated starting date of September 1, 2004. We are interested in applicants studying issues in memory, attention, concepts, reasoning, problem solving, decision-making, learning, or development using human experimentation, modelling, and/or cognitive-neuroscience techniques.

The Department has excellent facilities for interdisciplinary research through its links with related academic departments at McGill and other universities in Montreal.

Review of applications will begin October 15, 2003 and continue until appointments are made. Applicants should present evidence of the ability to establish a record of

significant, externally-funded research productivity and are expected to have an aptitude for both undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in-press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to

### Chair, Human Cognition Search Committee

### Department of Psychology

### McGill University

1205 Dr. Penfold Avenue

Montreal, Quebec, Canada H3A 1B1

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

[www.mcgill.ca](http://www.mcgill.ca)



# Programmes de bourses et chaires de recherche

La Faculté des arts et des sciences sollicite des candidatures pour :

- > un poste de professeur ou de professeure (candidatures féminines ou autochtones) au rang d'adjoint ou récemment agrégé, au Département de mathématiques et de statistique pour le Programme d'appui aux professeurs universitaires du CRNG dans les domaines des statistiques ou des mathématiques appliquées
- > un poste de professeur ou de professeure (candidatures féminines ou autochtones) au rang d'adjoint ou récemment agrégé, au Département de physique pour le Programme d'appui aux professeurs universitaires du CRNG dans les domaines de la physique des plasmas; biophysique moléculaire; astrophysique des particules
- > un poste de professeur ou de professeure au rang d'adjoint ou d'agrégé, au Département de physique dans le domaine de la physique expérimentale des matériaux dans le cadre du programme des Chaires de recherches du Canada
- > un poste de professeur ou professeure, au rang d'adjoint ou d'agrégé au Département de sciences biologiques, dans le domaine des interactions plantes-insectes, dans le cadre du programme des Chaires de recherche du Canada

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'université soutient un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

Pour de plus amples informations, veuillez consulter notre site web : [www.fas.umontreal.ca](http://www.fas.umontreal.ca)

Université  
de Montréal



# CAREERS

ness will have a PhD and an established research track record. All candidates must have excellent communication skills, with demonstrated potential for research and scholarly teaching. Relevant industrial experience and a successful business record will be considered as assets. Faculty who have had previous experience are very interested in developing and teaching hybrid and interdisciplinary business areas, engineering, and information technology will be given priority consideration. The University of Waterloo Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorities, Aboriginal Peoples and persons with disabilities. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Applications are accepted until October 31, 2003, or until suitable candidates are found. All positions are subject to budgetary approval. Applicants should submit in electronic format a covering letter indicating competition number U0103-17, a curriculum vitae including a list of publications, a statement of teaching interests and proposed research, as well as the names of three referees to careers@uwaterloo.ca. For more information on the positions, our university or please visit [www.uwaterloo.ca](http://www.uwaterloo.ca).

■ **WILFRED LAURIER UNIVERSITY** – The School of Business & Economics invites applications for two year-one limited term faculty positions in marketing commencing January 1, 2004. For a detailed position description, visit our website at <http://www.wlu.ca/academic/positions/2003/15.htm>. Please direct applications by September 28, 2003, quoting position #2004-02 to: Dr. Margaret Deane, Dean, School of Business, Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 725 University Ave., Waterloo, Ontario N2L 3C5, [bizrecruitment@uwaterloo.ca](mailto:bizrecruitment@uwaterloo.ca).

■ **UNIVERSITY OF WINDSOR** – The Odette School of Business is seeking a position of Associate Dean, Academic Resources commencing July 1, 2004. The successful candidate will be responsible for working closely with the Dean in fostering internal and external relationships and acting as a liaison for the Department of committees. A major responsibility will be to promote the strategic plans of the Business School with its stakeholders and to assist in attracting resources. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Roger Hughes, Dean, Odette School of Business, University of Windsor, Windsor, ON, N6B 3P4, Tel: 519.253.3333, Ext. 3991; Fax: 519.973.3333; Email: [jess@uwindor.ca](mailto:jess@uwindor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Dineen, Faculty Recruitment at 517-665-6608 (toll free) or [recruitment@uwindor.ca](mailto:recruitment@uwindor.ca).

## BUSINESS ADMINISTRATION

■ **THE UNIVERSITY OF MANITOBA** – Applicants are invited to apply for a tenure-track position in Human Resource Management in the I. H. Asper School of Business at the University of Manitoba. The successful candidate will be the Assistant Professor level. The position requires a strong research orientation and the ability to teach business administration and management courses. Candidates who have management experience in other areas of management, such as organizational behaviour, human resource management, policy strategy, operations management and organizational development are encouraged to apply. The position includes research, teaching at the undergraduate and graduate levels, and professional service to the School. The University of Manitoba is a community. Candidates must have completed a PhD or DBA in Human Resource Management or a related field. The deadline for applications is October 15, 2003. Applications will be evaluated on an ongoing basis until the position is filled. Salary is competitive and will depend on qualifications, experience, and teaching and research record. The appointment is effective July 1, 2004. The I. H. Asper School of Business is accredited by AACSB and is the principal business school in the province of Manitoba. The school offers undergraduate, MBA, and PhD programs. A new faculty-based MSc Program in Human Resource Management is under consideration. The Asper School is comprised of 54 full-time faculty members and provides substantial research funding for new faculty members. The School is located in a modern, first-rate physical facility. Recently, the Transport Institute, one of Canada's prominent transportation research institutes, joined the Asper School. Visit the website of the Asper School of Business at [www.asper.manitoba.ca](http://www.asper.manitoba.ca). The University of Manitoba is located in Winnipeg, a cosmopolitan city with a population over 650,000. Winnipeg is a culturally diverse community and is known for its variety of summer and winter festivals. The city has all the facilities of a major centre, but with the atmosphere of a smaller, friendlier city. It provides a high quality of life at modest expense and offers access to some of the most beautiful lakes, country and recreational facilities in North America. The public education system is very good, and a wide variety of private schools are also available. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal Peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Please send your curriculum vitae to: Dr. Sue Brunning, Chair, Personnel Search Committee, I. H. Asper School of Business, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V6; Tel: (204) 474-6566; Fax: (204) 474-7545; Email: [hrm@umanitoba.ca](mailto:hrm@umanitoba.ca). Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **THE UNIVERSITY OF MANITOBA** – Applicants are invited to apply for a tenure-track position in International Management in the I. H. Asper School of Business at the University of Manitoba. The appointment is at the Assistant Professor level. The position requires a strong research orientation

and the ability to teach international management and associated areas. Candidates who have secondary specialties in other areas of management, such as organizational behaviour, human resource management, policy/strategy, operations management and organizational Theory are encouraged to apply. Duties include research, teaching at the undergraduate and graduate levels, and professional service to the School, the University, and the community. Candidates must have completed a PhD or DBA in International Management or a closely-related field. The deadline for applications is October 15, 2003. Applications will be evaluated on an ongoing basis and will continue to be until the position is filled. Salary is competitive and will depend on qualifications, experience, and teaching and research record. The appointment is effective July 1, 2004. The I. H. Asper School of Business is accredited by AACSB and is the principal business school in the province of Manitoba. The School offers undergraduate, MBA, and PhD degrees. A new faculty-based MSc Program in International Management is under consideration. The Asper School is comprised of 54 full-time faculty members and provides substantial research funding for new faculty members. The School is located in a modern, first-rate physical facility. Recently, the Transport Institute, one of Canada's prominent transportation research institutes, joined the Asper School. Visit the website of the Asper School of Business at [www.asper.manitoba.ca](http://www.asper.manitoba.ca). The University of Manitoba is located in Winnipeg, a cosmopolitan city with a population over 650,000. Winnipeg is a culturally diverse community and is known for its variety of summer and winter festivals. The city has all the facilities of a major centre, but with the atmosphere of a smaller, friendlier city. It provides a high quality of life at modest expense and offers access to some of the most beautiful lakes, country and recreational facilities in North America. The public education system is very good, and a wide variety of private schools are also available. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal Peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Please send your curriculum vitae to: Dr. Sue Brunning, Chair, Personnel Search Committee, I. H. Asper School of Business, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V6; Tel: (204) 474-6566; Fax: (204) 474-7545; Email: [hrm@umanitoba.ca](mailto:hrm@umanitoba.ca). Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

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## CHEMISTRY

■ **THE UNIVERSITY OF VICTORIA** – The Department of Chemistry at the University of Victoria invites applications for outstanding individuals to be nominated for a Canada Research Chair in the general area of Organic Chemistry and Materials or Chemical Biology focus. The nominees will bring new dimensions to complement existing strengths in Protein Synthesis within the Department as well as to enhance the University's research profile

in Materials and/or Chemical Biology. The position is a "CRC Tier Two" for an exceptional scientist within a decade of obtaining the doctoral degree. The successful candidate will be appointed to a tenure or tenure stream position at a rank appropriate to previous experience and qualifications (and without regard to nationality or location). Applicants should submit a curriculum vitae, a concise statement of research plans, and the names of four references to: Dr. Tom Fyles, Chair, Department of Chemistry, University of Victoria, P.O. Box 3800, Victoria, BC, Canada, V8W 2Y6. Review of applications will begin October 1, 2003 and will continue until the position has been filled. Information about the University of Victoria and the Department of Chemistry is available at [www.chemistry.uvic.ca](http://www.chemistry.uvic.ca). The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University.

■ **THE UNIVERSITY OF WESTERN ONTARIO** – The Department of Chemistry invites applications for a probationary (tenure track) position at the rank of Assistant Professor to commence July 1, 2004. Candidates with excellent research backgrounds in Organic Chemistry or any related area will be considered. The successful candidate will be expected to establish an independent, externally funded research program, and to develop and teach innovative courses in organic chemistry at the undergraduate and graduate levels. The Department of Chemistry (www.uwo.ca/chem) is a large research intensive department with strong programs in many areas of chemistry and with good interdisciplinary links to research groups in other departments in the Faculty of Science, Engineering and Medicine. Interested candidates should send their curriculum vitae, names of three referees along with a description of research accomplishments and a proposal for future research with an appropriate budget to: Dr. R. H. Lipson, Chair, Department of Chemistry, The University of Western Ontario, London, Ontario Canada N6A 5B7, [rlipson@uwo.ca](mailto:rlipson@uwo.ca). Review of applications will begin on October 31, 2003. Applications will be accepted until December 1, 2003. Position is subject to budget approval. Applicants should have fluency in English and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal peoples and persons with disabilities.

■ **THE UNIVERSITY OF WESTERN ONTARIO** – The Department of Chemistry invites applications for a probationary (tenure-track) position at the rank of Assistant Professor to commence July 1, 2004. Candidates with excellent research backgrounds in Organic Chemistry or any related area will be considered. The successful candidate will be expected to establish an independent, externally funded research program, and to develop and teach innovative courses in organic chemistry at the undergraduate and graduate levels. The Department of Chemistry (www.uwo.ca/chem) is a large research intensive department with strong programs in many areas of chemistry and with good interdisciplinary links to research groups in other departments in the Faculty of Science, Engineering and Medicine. Interested candidates should send their curriculum vitae, names of three referees along with a description of research accomplishments and a 5 page research proposal with an appropriate budget to: Dr. R. H. Lipson, Department of Chemistry, The University of Western Ontario, London, Ontario, Canada N6A 5B7, [rlipson@uwo.ca](mailto:rlipson@uwo.ca). Review of applications will begin on October 31, 2003. Applications will be accepted until December 1, 2003. The position is subject to budget approval. Applicants should have fluency in English and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal peoples and persons with disabilities.

■ **CONCORDIA UNIVERSITY** – Faculty of Arts & Science has one tenure-track position available in Inorganic Chemistry. Please see our full-page display in this issue or visit us on the Web at <http://artsandscience.concordia.ca/interim/chem.htm>.

■ **THE UNIVERSITY OF TORONTO** – The Department of Chemistry, University of Toronto, invites applications for a Canada Research Chair (CRC) in field research in molecular and global environmental chemistry, effective on or after July 1, 2004. Preference will be given to candidates with expertise in developing and displaying state-of-the-art analytical techniques to study aspects of the climate system, as broadly defined to include the atmosphere, biosphere, oceans and/or lithosphere. The candidate should complement existing strengths in environmental science at the University of Toronto. Applications are sought for candidates at a senior level, i.e. CRC Tier I. This position is one of four in the three of CRC programs, please see [www.chemistry.utoronto.ca](http://www.chemistry.utoronto.ca). Senior applicants should have an established research program in which international leadership in a field of study is widely recognized. The successful candidate will be expected to conduct an active and innovative research program and to teach courses at both the undergraduate and graduate levels in the Department. Salary will commensurate with qualifications and experience. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal peoples, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted until October 15, 2003. Applicants should provide a curriculum vitae, statement of teaching philosophy and in-

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■ **THE UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY** – The School of Science seeks faculty to teach chemistry. The successful candidates will be expected to conduct active and innovative research programs and to teach at the undergraduate and graduate level. In keeping with our technology-enhanced Mobile Learning environment in which every student and professor uses a laptop, the University of Ontario Institute of Technology seeks faculty who strive to explore and develop new pedagogies. Please visit [www.uoitv.ca](http://www.uoitv.ca) for more information. Applicants with research expertise in the areas of physical chemistry (including computational chemistry), biochemistry, pharmaceutical chemistry, or chemical aspects of energy science are particularly encouraged to apply, although all fields will be considered. Applicants should possess a PhD in chemistry or a related area, a strong academic background and a record of excellence in research. The University of Ontario Institute of Technology seeks faculty who strive to explore and develop new pedagogies. Please visit [www.uoitv.ca](http://www.uoitv.ca) for more information. Applicants with research expertise in the areas of physical chemistry (including computational chemistry), biochemistry, pharmaceutical chemistry, or chemical aspects of energy science are particularly encouraged to apply, although all fields will be considered. Applicants should possess a PhD in chemistry or a related area, a strong academic background and a record of excellence in research.

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## Alberta Ingenuity Scholar and Canada Research Chair (Tier II)

### Chemical and Materials Engineering

Applications are invited for a full-time tenure-track position in Chemical or Materials Engineering at the level of full professor. The successful applicant will be a recognized leader in chemical or materials engineering, with an interest in developing applied research on oil sands. We are seeking candidates with research interests related to separation science and technology, to complement the recognized excellence in research on oil sands extraction and upgrading at the University of Alberta. Examples of potentially complementary areas include optimal design of processes, thermodynamics, mass transfer, and nanostructured materials for separations and catalysis. In partnership with the National Research Council, the University of Alberta is building a national nanotechnology institute with a scope of research that includes the energy industry. The Department of Chemical & Materials Engineering at the University of Alberta is one of the premier research-intensive departments of its kind in North America. Our faculty complement is 38, with approximately 150 graduate students and 70 other researchers. The current research strengths within the department include surface and colloidal science, computational fluid dynamics, reaction engineering and catalysis, process control and non-hydrogen fuel cells. For information about our Department, please consult our website at: [www.ualberta.ca/CME/ENG](http://www.ualberta.ca/CME/ENG).

Candidates must be experienced researchers whose peers acknowledge them as world leaders in their field, in order to be

eligible for appointment at the level of full professor as an Alberta Ingenuity Scholar and Tier 1 Canada Research Chair. A demonstrated record of significant research and innovation is required for this position. In addition to salary, the position comes with substantial funding for infrastructure and ongoing research. Candidates will have a Doctorate degree in chemical or materials engineering, or a related discipline, excellent contacts with industry, and will have outstanding communication and presentation skills. Candidates must have the ability to conduct both independent and cooperative research, develop viable and productive research programs, and to teach both undergraduate and graduate courses. The successful applicant will be expected to obtain and maintain registration as a professional engineer in Alberta.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Curriculum vitae, the names of three confidential references, and a statement of current research interests and plans for future research should be sent to:

Dr. J. F. Forbes  
Department of Chemical and Materials Engineering  
University of Alberta  
Edmonton, Alberta T6G 2G6

Applications will be examined in detail beginning October 1, 2003, with interviews to follow. The successful applicant will work with the University of Alberta to prepare a full application for research funding to Alberta Ingenuity by March 31, 2004.

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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## CAREERS CARRIÈRES

Atkinson Faculty of  
Liberal and Professional Studies

FULL-TIME TENURE-TRACK AND CONTRACTUALLY LIMITED TERM POSITIONS

York University is Canada's third largest university, with two campuses serving more than 40,000 students. The University is located in the heart of Toronto, one of the most cosmopolitan cities in North America. With 21 Research Centres, five extensive libraries, and students from more than 100 countries, York is committed to diversity and excellence, and ensures that our students and graduates are prepared to play important roles in our global community.

The Atkinson Faculty of Liberal and Professional Studies was restructured in 2000, bringing together a dynamic, unique blend of liberal studies and professional programs. Atkinson has eight academic Schools, including the School of Administrative Studies, School of Analytic Studies and Information Technology, School of Arts and Letters, School of Health Policy and Management, School of Nursing, Department of Psychology, School of Social Sciences, and School of Social Work. Our faculty are internationally renowned educators and researchers with expertise in a

variety of disciplines and interdisciplinary fields.

Atkinson offers flexible scheduling and teaching formats, with courses on-campus in the day and evening, as well as courses delivered by Internet and correspondence. When you join Atkinson, you will become a member of a vibrant, growing Faculty that is committed to teaching excellence and outstanding research.

Atkinson Faculty invites applications for full-time tenure-track positions as well as contractually limited term positions in the following Schools. The start date for most positions is July 1, 2004, with the possibility of some positions starting as early as January 1, 2004. The application deadline is noted within each School's posting. All positions are subject to final budgetary approval. Applicants should send a complete application package to the relevant unit by the appropriate deadline. Full position details can be viewed by clicking on Academic Positions at [www.yorku.ca/acadjobs/index.htm](http://www.yorku.ca/acadjobs/index.htm)

SCHOOL OF  
ADMINISTRATIVE STUDIES

With more than 3,500 majors and 28,000 annual student course registrations, the School offers outstanding academic programs in the functional areas of Accounting, Business Research, General Management, Human Resources Management, Information Technology and Marketing, as well as a variety of professional Certificates. Students come from a variety of backgrounds and, in fact, many of our business students (as well as faculty members) are active in the Canadian business sector and/or have held senior positions in the public and private sectors. This diversity ensures that Atkinson provides an invigorating and exciting learning experience for both students and educators. In the area of research, our faculty members are engaged in some of the most exciting investigations and projects that are advancing new knowledge in the business field. More information on the School and its programs is available at [www.atkinson.yorku.ca/SAS/](http://www.atkinson.yorku.ca/SAS/)

## Administrative Studies

Applications are invited for up to 19 full-time tenure-track positions at the ranks of Assistant and Associate and Full Professors, in all major areas of specialization, including Accounting, Administrative Studies, E-business, Management Information Systems, Finance, Human Resources Management, and Marketing. Within the broad area of accounting, specializations in auditing and taxation are assets. Applicants must have a PhD (or a PhD near completion by the date of appointment) in the functional area of appointment, and should show excellence in teaching, and in scholarly research and publication related to their teaching area. Positions may involve graduate teaching and supervision, as well as undergraduate teaching and research.

## Health Finance

(cross-appointment with the School of Health Policy and Management)

Applications are invited for a full-time tenure-track position in Health Finance at the Assistant or Associate Professor level. The successful candidate will play a pivotal role in the delivery and development of the Health Management curriculum, and teach and conduct research within a highly productive and collegial academic community. Candidates must hold a PhD (or a PhD near completion by the date of appointment) or equivalent in Health Management/Administration or in a related health discipline with an emphasis on health-care accounting or finance. Successful teaching experience and demonstrated excellence as a researcher in relevant health-related fields are preferred. The Schools are particularly interested in candidates who are eligible for the CHRR/SSHRC/Health Career Awards and external research funding.

The deadline for receipt of completed applications is December 1, 2003. Applications for the above School's positions will be accepted until the positions are filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one letter should address teaching and research) and teaching evaluations, to: Dr. Brian Gaber, Director, SAS, 282 Atkinson Building, Fax: 416.736.5963. E-mail: [bgaber@yorku.ca](mailto:bgaber@yorku.ca)

SCHOOL OF ANALYTIC STUDIES  
AND INFORMATION TECHNOLOGY

The School brings together the disciplines of Economics, Mathematics, Information Technology, Science and Technology Studies (Natural Science), and Philosophy in a way that respects their individual academic disciplines. At the same time, the School utilizes an integrated analytical and critical approach to teaching across all program areas. More information on the School and its programs is available at [www.yorku.ca/SASII/](http://www.yorku.ca/SASII/)

## Economics

Applications are invited for a full-time tenure-track position in Economics at the Assistant Professor level. The School's Economics Program includes degree studies in Economics and Business Economics. Applicants must have a PhD in Economics (or a PhD near completion by the date of appointment), and should show excellence in teaching and in scholarly research and publication related to their teaching area. The position may involve graduate teaching and supervision, as well as undergraduate teaching and research. The program is particularly interested in candidates with research and teaching strengths in one or more of the following areas: business economics, empirical econometrics, empirical micro/macroeconomics, health economics, and labour economics.

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## Mathematics

Applications are invited for a full-time tenure-track position in Mathematics at the Assistant Professor level. Applicants must have a PhD in Mathematics with specialization in algebra or analysis, and should show excellence in teaching and in scholarly research and publication related to their teaching area. The position involves graduate teaching and supervision, as well as undergraduate teaching (introductory and upper level) and research. The successful candidate must show potential to be appointed to the Faculty of Graduate Studies.

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# CAREERS CARRIÈRES

## Philosophy

The Philosophy/Modes of Reasoning Program invites applications for two full-time tenure-track positions at the Assistant Professor level. The area of specialization is open, with preference given to Continental Philosophy since Kant and/or Applied Ethics. Applicants will be expected to teach introductory and upper-level courses in Practical Ethics and Applied Philosophy, as well as graduate courses in their areas of specialization. Successful candidates must have expertise in teaching in Modes of Reasoning, including a core course in the first year of the Program. Knowledge of technology-enhanced learning and the integration of technology in classroom teaching is an asset. Applicants must have a PhD or equivalent, and should show excellence in teaching and in scholarly research and publication related to their teaching area. Applicants should refer to the Philosophy Calendar and university Web site, and specifically identify which courses they feel competent to teach.

The deadline for receipt of completed applications is December 1, 2003. Applications will be accepted until the positions are filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one letter should address teaching) and teaching evaluations, to: Dr. Jean Sandon, Coordinator, Philosophy/Modes of Reasoning, SASIT, 2064 TEL Building Fax: 416.736.5188 E-mail: jsandon@yorku.ca

## Science and Technology Studies (Natural Science)

Applications are invited for a contractually limited (one-year) term position (with the potential for renewal) in Science and Technology Studies at the Assistant Professor level. The preferred area of specialization is Twentieth Century or Recent Science and Technology. The Science and Technology Studies Program focuses on the history, philosophy and social studies of modern science and technology, and is responsible for teaching the Faculty's Natural Science general education courses. Along with having a PhD in Science and Technology Studies, History of Science and Technology, or a related field, applicants should show excellence in teaching and in scholarly research and publication related to their teaching area. As the successful candidate will teach in the Natural Science general education curriculum, he or she must have demonstrated competence in this area.

The deadline for receipt of completed applications is December 1, 2003. Applications will be accepted until the position is filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one letter should address teaching), a writing sample and teaching evaluations, to: Dr. E. Hamrin, Coordinator, STS Program, SASIT, Room 2005 TEL Building E-mail: ehamrin@yorku.ca

## SCHOOL OF ARTS AND LETTERS

The School offers a broad range of liberal arts programs and courses aimed at developing critical and analytical skills. The School's major programs in traditional disciplines and interdisciplinary programs include the Classics, Creative Arts and Cultural Expression, English, History, Humanities, Religious Studies and Women's Studies. More information on the School and its programs is available at [www.atkinson.yorku.ca/SAL/](http://www.atkinson.yorku.ca/SAL/)

## Media Studies and Cultural Expression

Applications are invited for a full-time tenure-track position in Media Studies and Cultural Expression at the Assistant Professor level. The Media Studies specialist will have a broad knowledge of the field, including Film/Video, Broadcasting, and Digital Technologies in their social context. The appointment will be made within the developing degree program of Creative Arts and Cultural Expression. This interdisciplinary program offers an integrated creative arts/humanities curriculum which is dedicated to the study of literature, history, culture, religion and creative arts. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication. The successful candidate must have a PhD completed at the time of appointment, and will be expected to teach introductory and upper-level courses. There is also opportunity to teach at the graduate level.

## World Religions

Applications are invited for a full-time tenure-track position in World Religions at the Assistant Professor level. Applicants should specialize in Islam and one or more of the following areas: an Eastern Religion, Christianity, and Judaism. The School offers a well-established Religious Studies Program, with particular strengths in the texts and historical development of Judaism and Christianity. The World Religions specialist is expected to contribute to the program by developing courses that will attract student interest in Islamic, Hindu or far Eastern religious heritages. Courses are taught from a scholarly perspective using tools of history, literature, philosophy or psychology as appropriate. The University is a secular institution. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication, and must demonstrate evidence of an active research agenda. The successful candidate must have a PhD completed at the time of appointment, and will be expected to teach a World Religions course, a General Education course oriented towards the study of religion, and a course on contemporary religious issues (e.g. Role of Women in Various Religious Traditions; Rise of Militant Fundamentalism in Contemporary World Religions; Religious Commitment and Secular Pluralism). There is also opportunity to teach at the graduate level.

## Native Studies

Applications are invited for a full-time tenure-track position in Native Studies at the Assistant Professor level. Applicants will be considered from a wide variety of disciplinary backgrounds, but preference will be given to a strong record of teaching and research that fits with the School's disciplinary and interdisciplinary approaches to the study of literature, history, culture, religion and creative arts. The School offers well-established programs in English, history, humanities, creative arts and cultural expression and religious studies. The successful candidate can work from a disciplinary base or develop new, cross-disciplinary courses. He or she will be expected to teach Native Studies from the candidate's established disciplinary or interdisciplinary perspective, but may also teach introductory disciplinary courses from a Native Studies perspective. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication, and demonstrate evidence of an active research agenda. A PhD completed at the time of appointment is required.

## Biblical Studies

Applications are invited for a full-time contractually limited (one-year) term position in Biblical Studies at the Assistant Professor level. The successful candidate must have competence to teach materials relating to the Old Testament as well as the New Testament from an historical and literary perspective. The School offers a well-established interdisciplinary Religious Studies Program with particular strengths in the texts and historical development of Judaism and Christianity. Courses are taught from a scholarly perspective using the tools of history, literature, philosophy or psychology as appropriate. The University is a secular institution. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication, and demonstrate evidence of an active research agenda. The successful candidate must have a PhD completed at the time of appointment, and will be expected to teach a Humanities General Education course examining selected Biblical texts (Old and New Testament) in their historical and literary context. Depending upon program requirements and the specialist's interests, the candidate may have an opportunity to teach upper-level humanities courses on Old Testament, New Testament, Feminist Theology, or Religion and the Classical Tradition.

The deadline for receipt of completed applications is December 1, 2003. For the above School's positions, please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three confidential letters of reference, a sample of scholarly work and teaching evaluations, to: Dr. Madelyn Dick, Chair, SAL, Room 625 Atkinson Building Fax: 416.736.5766 E-mail: dickmb@yorku.ca

## SCHOOL OF HEALTH POLICY AND MANAGEMENT

The School offers three Honours undergraduate program streams: Health Management, Health Informatics, and Health Policy. Each of these specialist streams is designed to prepare graduates to meet the challenges of management and decision-making in the increasingly complex and dynamic health services sector. The program equips graduates with mission-critical knowledge and skills, along with a broad understanding of the economic, socio-cultural and political influences affecting health and the health-care field. Student co-op placements are central to the mission of the School. More information on the School and its programs is available at [www.atkinson.yorku.ca/SHMP/](http://www.atkinson.yorku.ca/SHMP/)

## Critical Disability Studies

Applications are invited for a full-time tenure-track position in Critical Disability Studies, a new graduate program beginning September 1, 2003, at the Assistant Professor level. The program is unique in that it will consider the examination of the social participation of persons with disabilities and the social determinants of disability. The program will focus on issues of disability based on inclusion, citizenship, social justice and international standards for human rights. The position involves graduate teaching and supervision. Applicants should specialize in one or more of the following areas: public policy, employment, human rights, social justice, identity politics, economic marginalization, adaptive technology or cultural representation of difference. A PhD in Critical Disability Studies or a related area with a focus on disability is required. Candidates must demonstrate excellence in teaching and in scholarly research and publication in the areas of social determinants of disability. The Program is particularly interested in candidates who are eligible for the CHIR/SSHRC and external research funding. Preference will be given to candidates who have international experience.

The deadline for receipt of completed applications is December 1, 2003. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, a sample of scholarly writing, three letters of reference and teaching evaluations, to: Dr. Maria Routh, Director, SHMP, 202 Atkinson Building Fax: 416.736.5227 E-mail: mrouth@yorku.ca

## Health Finance

(cross-appointment with the School of Administrative Studies)

Applications are invited for a full-time tenure-track position in Health Finance at the Assistant or Associate Professor level. The successful candidate will play a pivotal role in the delivery and development of the Health Management curriculum, and teach and conduct research within a highly productive and collegial academic community. Candidates must hold a PhD (or a PhD near completion by the date of appointment) or equivalent in Health Management/Administration or in a related health discipline with an emphasis on health-care accounting or finance. Successful teaching experience and demonstrated excellence as a researcher in relevant health-related fields are preferred. The Schools are particularly interested in candidates who are eligible for the CHIR/SSHRC/Health Career Awards and external research funding.

The deadline for receipt of completed applications is December 1, 2003. Applications will be accepted until the position is filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three confidential letters of reference and teaching evaluations, to: Dr. Brian Gabe, Director, SAS, 282 Atkinson Building Fax: 416.736.5963 E-mail: bgabe@yorku.ca

## Health Management

(cross-appointment with the School of Nursing)

Applications are invited for a full-time tenure-track position in Health Management at the Assistant or Associate Professor level. The successful candidate will play a pivotal role in the delivery and development of Health Management curriculum in both Schools, as well as teach and conduct research within a highly productive and collegial academic community. The Schools are particularly interested in candidates who are eligible for the CHIR/SSHRC/Health Career Awards and external research funding. Candidates must hold a PhD (or a PhD near completion by the date of appointment) or equivalent in Health Management/Administration, Nursing, or a related health discipline with an emphasis on quality improvement, leadership and organizational change. Applicants must hold current registration with the College of Nurses of Ontario, and must provide proof of academic credentials prior to appointment. Candidates should have an established program of research in one or more of the following areas: relationship between organization structures and processes, and decision-making and patient outcomes, effect of resource allocation in health care on patient outcomes, and patient safety. Successful teaching experience in relevant health-related fields is preferred. Evidence of the ability to develop and maintain collegial relationships is required for this position.

The selection process will start on October 1, 2003, and continue until the position is filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (one letter should address teaching) and teaching evaluations, to: Dr. Kathleen Macdonald, Director, School of Nursing, Room 404 Atkinson Building Fax: 416.736.5714 Tel: 416.736.5271 E-mail: kham@yorku.ca

## SCHOOL OF NURSING

The School offers the first collaborative BScN degree in Ontario, an established Post RN BScN, a Primary Health Care Nurse Practitioner Certificate, a Health Informatics Certificate, and is in the process of developing a graduate program in Nursing. Our rapidly expanding, internationally recognized program offers an innovative curriculum founded in nursing science. We embrace individual uniqueness, multiple ways of knowing, creative expressions of scholarship and global consciousness. The School welcomes applications from persons in groups designated by York University's Affirmative Action Program, and is seeking to diversify its faculty. More information on the School and its programs is available at [www.atkinson.yorku.ca/NURS/](http://www.atkinson.yorku.ca/NURS/)

## Nursing

Applications are invited for up to 12 full-time tenure-track positions in the professional or alternate stream in Nursing. Professional-stream appointments will be made at the Assistant or Associate Professor level. Alternate-stream appointments will be made at the Assistant or Associate Lecturer level. There is also the potential to appoint up to three contractually limited term positions. Applicants must hold current registration with the College of Nurses of Ontario, and must provide proof of academic credentials prior to appointment. Applicants must have 1) expertise and related research in one or more of research methods, utilization and evaluation, community/public health, nursing ethics, transcultural health, health and aging, women's health, and/or 2) teaching and practice experience in one or more of community/public health, acute/critical care, gerontology, long-term care, maternal and child health. The School is particularly interested in candidates who are eligible for external research funding and grants. A PhD (or PhD in progress) in Nursing or a health-related field is required for professional-stream positions and preferred for alternate-stream positions. All applicants must have a BScN. A Master's degree or PhD in Nursing is an asset. Candidates should have knowledge of nursing theories, the human science paradigm, co-operative learning perspectives and the Bevis Watson curriculum paradigm. Prior experience using a co-operative learning pedagogical framework and the Bevis Watson curriculum paradigm is preferred. Experience with technology-enhanced distance learning would be an asset. Evidence of involvement in a research and publication program is essential for professional-stream appointments. Evidence of professional excellence and expertise in a clinical setting is required for appointments in the alternate stream. Evidence of the ability to develop and maintain collegial relationships is required for all positions.

## Health Management

(cross-appointment with the School of Health Policy and Management)

Applications are invited for a full-time tenure-track position in Health Management at the Assistant or Associate Professor level. The successful candidate will play a pivotal role in the delivery and development of Health Management curriculum in both Schools, as well as teach and conduct research within a highly productive and collegial academic community. The Schools are particularly interested in candidates who are eligible for the CHIR/SSHRC/Health Career Awards and external research funding. Candidates must hold a PhD (or a PhD near completion by the date of appointment) or equivalent in Health Management/Administration, Nursing, or a related health discipline with an emphasis on quality improvement, leadership and organizational change. Applicants must hold current registration with the College of Nurses of Ontario, and must provide proof of academic credentials prior to appointment. Candidates should have an established program of research in one or more of the following areas: relationship between organization structures and processes, and decision-making and patient outcomes, effect of resource allocation in health care on patient outcomes, and patient safety. Successful teaching experience in relevant health-related fields is preferred. Evidence of the ability to develop and maintain collegial relationships is required for this position.

The selection process will start on October 1, 2003, and continue until all positions are filled. For the above Schools' positions, please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (one letter should address teaching) and teaching evaluations (if available), to: Dr. Kathleen Macdonald, Director, School of Nursing, Room 404 Atkinson Building Fax: 416.736.5714 Tel: 416.736.5271 E-mail: kham@yorku.ca

## CAREERS CARRIÈRES



## DEPARTMENT OF PSYCHOLOGY

A recently merged Psychology program (between three York University faculties) now offers the largest selection of psychology courses available at any Canadian university. Our psychology program explores concepts such as motivation, emotion, learning, perception and actions from cognitive, social and biological perspectives with internationally recognized researchers, teachers and clinical practitioners. More information on the Department and its programs is available at [www.atkinson.yorku.ca/PSYC/](http://www.atkinson.yorku.ca/PSYC/)

## Applications are invited for two full-time tenure-track positions in Psychology at the Assistant Professor level.

The area of specialization is open, but preference will be given to individuals whose research and teaching interests build on the Department's strengths in 1) clinical/counseling psychology with an emphasis on trauma; 2) behavioural neuroscience (perceptual and cognitive abilities and disabilities); and 3) social psychology (health, marginal group status and social justice). For one position, preference will be given to individuals whose research approaches one of these fields from a developmental/lifespan perspective, and who could teach an undergraduate course in developmental psychology or aging as well as their specialty area. All candidates must have a PhD, and should show excellence or promise of excellence in teaching and in scholarly research and publication. Present evidence of a strong research record and demonstrate potential to establish an independent, externally funded research program. The positions involve graduate teaching and supervision, as well as undergraduate teaching and research. The Graduate Program in Psychology at York is one of the largest in Canada; the clinical program is APA- and CPA-accredited. Candidates in the clinical area must be eligible for registration with the College of Psychologists of Ontario.

The selection process will begin on October 31, 2003, and continue until the positions are filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests and selected publications, three letters of reference (from referees active in the field who are familiar with the candidate's work) and teaching evaluations, to: Dr. F. Wilkinson, Chair, Department of Psychology, Room 226 Atkinson Building.

## SCHOOL OF SOCIAL SCIENCES

The School has four degree programs: Sociology, Social Science, Political Science, and Public Administration and Management (joint program with the School of Administrative Studies), as well as a number of areas of concentration and themes dealing with gender and families, Diaspora cultures, social justice, public administration and public policy, political economy, work and the workplace, and communications studies. More information on the School and its programs is available at [www.atkinson.yorku.ca/SSocials](http://www.atkinson.yorku.ca/SSocials)

## Anti-Racist Research and Practice/Diaspora Studies

Applications are invited for a full-time tenure-track position in Social Sciences at the Assistant Professor level. The successful candidate will provide leadership in two interdisciplinary programs: the Certificate in Anti-Racist Research and Practice (CARRP) and Diaspora Studies. As CARRP Coordinator, the candidate will teach and supervise theses in CARRP and Diaspora Studies. In addition, the candidate will build the community outreach program, which is a demanding project undertaken in close relation to community needs, and is expected to contribute to the School's social justice programming and policy commitment. Candidates must have a PhD (or a PhD completed by the date of appointment), and should demonstrate excellence in teaching and in scholarly research and publication in the relevant subject areas. The position involves graduate teaching and supervision, as well as undergraduate teaching and research. The successful candidate should be eligible for appointment to the Sociology Graduate program and possibly other graduate programs such as Interdisciplinary Studies, Social and Political Thought and/or Women's Studies.

## Interdisciplinary Social Sciences

Applications are invited for a full-time tenure-track position in Interdisciplinary Social Sciences at the Assistant Professor level. The School is seeking a scholar to teach in the undergraduate Social Sciences general education program and, in particular, to teach its revised core course, The Foundations of Social Sciences. Applicants should combine strength in interdisciplinary social sciences with the study of ethnic communities and ethnicity in relation to gender and citizenship. The candidate will contribute to the further development of Refugee and Migration Studies and Diaspora Studies, as well as the growth of public policy in the School. The degree specialization is open. Experience with, or a willingness to explore, the use of information technology in teaching is also an asset. Candidates must have a PhD (or a PhD completed by the date of appointment), and should show excellence or promise of excellence in teaching and in scholarly research and publication in the relevant areas. The position involves graduate teaching and supervision, as well as undergraduate teaching and research. The successful candidate should be eligible for appointment to the Faculty of Graduate Studies in at least one of the following programs: Sociology, Social and Political Thought, Anthropology, Political Science, Women's Studies.

## Sociological Theory/Gender and Families

Applications are invited for a full-time tenure-track position in Sociological Theory at the Assistant Professor level. The School is seeking a scholar to teach in the undergraduate Sociology Program and, in particular, to teach its core theory course. Applicants should demonstrate strength in sociological theory (including classical theory and feminist and anti-racist theories) and teaching and research expertise and publication in the general areas of gender and families. In relation to the focus on gender and families, areas of expertise such as socialization, aging, sexuality and intimacy, and/or relations between gender and racial identities, would be an asset. The successful candidate will take a leadership role in establishing

a graduate program in Social Justice Studies. Experience with, or a willingness to explore, the use of information technology in teaching is an asset. Candidates must have a PhD (or a PhD completed by the date of appointment), and should show excellence or promise of excellence in teaching and in scholarly research and publication in the relevant areas. The position involves graduate teaching and supervision, as well as undergraduate teaching and research. The successful candidate should be eligible for appointment to the Sociology Graduate Program.

The deadline for receipt of completed applications for the School's positions is November 7, 2003. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests and selected publications, a sample of a recent publication or writing in relevant area(s), three letters of reference and teaching evaluations, to: Chair, Hiring Committee, School of Social Sciences, 303 Atkinson Building.

## SCHOOL OF SOCIAL WORK

The School has close ties with diverse local communities and actively pursues community-based research. The candidate will have the opportunity to liaise with these communities and also participate in interdisciplinary research projects within the York community. The School's mission statement articulates a commitment to social justice and human rights issues. More information on the School and its programs is available at [www.atkinson.yorku.ca/SOWK/](http://www.atkinson.yorku.ca/SOWK/)

## Social Work

Applications are invited for two full-time tenure-track positions at the Assistant Professor level. Candidates must have a PhD in Social Work, as well as a record of excellence or promise of excellence in teaching and in scholarly research and publication. The positions involve undergraduate and graduate teaching and supervision, in addition to active involvement in the affairs of the School. Teaching experience in a graduate program in social work is desirable. The School is also seeking an outstanding candidate for a contractually limited (three-year) term position, who will be responsible for the development of Field Education in keeping with the Mission Statement of the School and for all issues pertaining to the practicum in both the BSW and MSW programs. The Field Education Coordinator will develop, assess and coordinate student placements, liaise with placement sites, develop and present training for field instructors; integrate field curriculum with other curriculum of the School; conduct relevant research; supervise staff; develop and maintain strong links with the community; maintain contact with related national and international associations; and carry out other responsibilities related to field education. Some teaching responsibilities will also be expected. A PhD (or a PhD in progress) in Social Work is strongly preferred. Minimally, the candidate must have an MSW, and demonstrate strong planning and organizational skills. Field-related experience would be an asset.

The selection process will start on November 1, 2003, and continue until the positions are filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, copies of recently published articles, three letters of reference and teaching evaluations (if available), to: Dr. Brigitte Kitchen, Chair, Hiring Committee, School of Social Work. Fax: 416.650.3861. E-mail: [bkitchen@yorku.ca](mailto:bkitchen@yorku.ca)

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's Web site at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs) or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Atkinson Faculty of Liberal and Professional Studies  
York University  
4700 Keele Street  
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[www.atkinson.yorku.ca](http://www.atkinson.yorku.ca)

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## CAREERS CARRIÈRES

## COMPOSITION

■ **CARLETON UNIVERSITY** — The School of Languages and Applied Language Studies invites applications for a tenure-track position in writing research and theory. Writing research and theory, composition studies and rhetoric constitute one third of specialization in Applied Language Studies at the graduate (and undergraduate) levels in the School. The successful candidate should have a PhD by the time the position is to commence. Significant evidence of ability in teaching and research are both required. The appointment will be made at the level of Assistant Professor. Odes will include supervising graduate students as well as a teaching undergraduate and graduate courses

in writing research and theory. Starting date, July 1, 2004. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. This position is subject to budgetary approval. Applications should be submitted to Professor Ellen Gray, Director, School of Languages and Applied Language Studies, Carleton University, Ottawa, Ontario K1S 5B6. Letters of application should be accompanied by a curriculum vitae and names and addresses of three referees, along with two samples of scholarly work. The deadline for applications is October 15, 2003, or when filled.

## COMPUTER SCIENCE

■ **THE UNIVERSITY OF WINDSOR** — The School of Computer Science is seeking an outstanding candidate to nominate for a Canada Research Chair at the junior Tier II level focused in Cars & Computers. This Chair is targeted at relatively new researchers who are acknowledged by their peers as having the potential to be leaders in their fields. See our display ad in this issue. For a detailed description of the CRC Chair visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). An appropriate Masters degree is required; a PhD is preferred. Applicants must be prepared to teach introductory and advanced courses in two or more of the following areas: the criminal justice system and its various components (e.g. policing, criminology, social theory, and research methods in criminology, Outlets: The applicant must be prepared to teach up to eight undergraduate courses per year. No research or publication expectations are attached to this position. Note: Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. This is an entry-level position (Lecturer). Only those holding or those eligible to be promoted to the rank will be considered. All qualified candidates are encouraged to apply however, Canadians and permanent residents will be given priority. Position subject to final budgetary approval. Date: The successful candidate will start on September 1, 2004. Salary: Dependent upon qualifications and experience. The successful candidate will be hired at the rank of Assistant Professor. Applications: Applications will be accepted until October 31, 2003. Applications will be treated in confidence and should be sent with a curriculum vitae, sample publication, and the names and addresses of at least three referees to the Director of the School of Computer Science at the address below. Please note that email applications and attachments will not be accepted. Professor Robert M. Gordon, Director, School of Computer Science, Simon Fraser University, Burnaby, BC V5A 1S6, Tel: (604) 291-4305; Fax: (604) 291-4140.

© Windsor, Ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruitment@uwindsor.ca](mailto:recruitment@uwindsor.ca).

## CRIMINOLOGY

■ **SIMON FRASER UNIVERSITY** — The School of Criminology is inviting applications for one full-time permanent position at the Lecturer level, starting September 1, 2004. The School has a well-established undergraduate programme with over 700 majors and minors in Criminology. It also offers graduate programmes leading to the degrees of MA and PhD. Qualifications: An appropriate Masters degree is required; a PhD is preferred. Applicants must be prepared to teach introductory and advanced courses in two or more of the following areas: the criminal justice system and its various components (e.g. policing, criminology, social theory, and research methods in criminology, Outlets: The applicant must be prepared to teach up to eight undergraduate courses per year. No research or publication expectations are attached to this position. Note: Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. This is an entry-level position (Lecturer). Only those holding or those eligible to be promoted to the rank will be considered. All qualified candidates are encouraged to apply however, Canadians and permanent residents will be given priority. Position subject to final budgetary approval. Date: The successful candidate will start on September 1, 2004. Salary: Dependent upon qualifications and experience. The successful candidate will be hired at the rank of Assistant Professor. Applications: Applications will be accepted until October 31, 2003. Applications will be treated in confidence and should be sent with a curriculum vitae, sample publication, and the names and addresses of at least three referees to the Director of the School of Criminology at the address below. Please note that email applications and attachments will not be accepted. Professor Robert M. Gordon, Director, School of Criminology, Simon Fraser University, Burnaby, BC V5A 1S6, Tel: (604) 291-4305; Fax: (604) 291-4140.

■ **THE UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY** — The School of Criminology and Justice anticipates making several tenure-stream faculty appointments to begin on July 1, 2004. Rank as well as research and teaching areas are open, but applicants best able to meet the teaching needs of the school will be given priority. The ability to teach courses in research methods and/or statistics will be considered an asset and a willingness to integrate computer-based learning technologies into teaching practices is essential. The University of Ontario Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorities, Aboriginal Peoples and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. For further information, please visit [www.uoit.ca/schools/schoolofcriminologyandjustice/](http://www.uoit.ca/schools/schoolofcriminologyandjustice/) until suitable candidates are found, at positions are subject to budgetary approval. Applicants should submit in electronic format a covering letter indicating competition number UOIT03-14, a

Law and Policy Institute and the Centre for Restorative Justice. The teaching faculty is multidisciplinary and, at present, consists of 26 members. Qualifications: A PhD completed by September 1st, 2004 is required. Applicants must specialize in the areas of criminological research methods and criminological theory. Duties: To undertake research, and to conduct teaching at the undergraduate and graduate levels in the School of Criminology in courses such as Quantitative Research Methods and Current Theories and Perspectives in Criminology. The applicant must be prepared to teach other courses to be determined upon approval. Note: Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. This is an entry-level position (Assistant Professor). Only those holding or those eligible to be promoted to the rank will be considered. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Position subject to final budgetary approval. Date: The successful candidate will start on September 1, 2004. Salary: Dependent upon qualifications and experience. The successful candidate will be hired at the rank of Assistant Professor. Applications: Applications will be accepted until October 31, 2003. Applications will be treated in confidence and should be sent with a curriculum vitae, sample publication, and the names and addresses of at least three referees to the Director of the School of Criminology at the address below. Please note that email applications and attachments will not be accepted. Professor Robert M. Gordon, Director, School of Criminology, Simon Fraser University, Burnaby, BC V5A 1S6, Tel: (604) 291-4305; Fax: (604) 291-4140.

■ **THE UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY** — The School of Criminology and Justice anticipates making several tenure-stream faculty appointments to begin on July 1, 2004. Rank as well as research and teaching areas are open, but applicants best able to meet the teaching needs of the school will be given priority. The ability to teach courses in research methods and/or statistics will be considered an asset and a willingness to integrate computer-based learning technologies into teaching practices is essential. The University of Ontario Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorities, Aboriginal Peoples and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. For further information, please visit [www.uoit.ca/schools/schoolofcriminologyandjustice/](http://www.uoit.ca/schools/schoolofcriminologyandjustice/) until suitable candidates are found, at positions are subject to budgetary approval. Applicants should submit in electronic format a covering letter indicating competition number UOIT03-14, a

curriculum vitae including a list of publications, a statement of teaching interests, an outline of their present research program and a brief future research plan. The salary of at least three referees to [recruitment@uwindsor.ca](mailto:recruitment@uwindsor.ca).

## DANCE

■ **SIMON FRASER UNIVERSITY** — The School for the Contemporary Arts invites applications for a tenure track position in Dance at the rank of Assistant Professor, beginning September 1, 2004. The School for the Contemporary Arts is an interdisciplinary department offering BFA's in Dance, Film, Music, Theatre, and Visual Art, a BA in Art and Culture Studies, and an interdisciplinary MA degree. Qualifications: BFA or MA in Dance, significant professional background as a dance artist, and a minimum of three years experience teaching contemporary dance technique at the university level or equivalent professional setting. Teaching responsibilities will include all levels of contemporary dance technique, plus other studio and/or theory courses, such as composition, repertoire, improvisation, interdisciplinary performance, dance history with a focus on Canadian content and somatic practices. Additional areas of specialization might include choreography, performance studies, dance technology and world dance. The successful candidate will be interested in working across disciplinary boundaries and will contribute to the interdisciplinary mission of the school. Advising committee on research, directing and choreographing for student productions and graduate supervision are expected. Maintaining a substantial artistic practice and/or scholarly publication record is a requirement for tenure and promotion. The dance major program focuses on training in contemporary dance with an emphasis on performance and creation. The demands of technical and creative training are accompanied by theoretical and critical study of the art form, as well as interdisciplinary experiences in the School. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to final budgetary approval. Applicants should send a curriculum vitae, sample publication, and the names and addresses of three referees to: Martin Gold, Director, School for the Contemporary Arts, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6 Canada, Tel: (604) 291-5907. Deadline: October 1, 2003.

## DESIGN

■ **YORK UNIVERSITY** — The Department of Design, Faculty of Fine Arts, invites applications for two tenure track positions from candidates who want to teach in the undergraduate level and help shape the activities of a Design Research Institute and the Center for Design Studies. We are departments within the Faculty of Fine Arts at York University in Toronto — the third largest university in Canada with over 40,000 students. The Bachelor of Design degree is offered as part of a joint program in design with the Sheridan Institute of Technology, one of the most respected institutions in North America for graphic design, animation and technology. Our undergraduate curriculum focuses upon all aspects of Design Studies, Communication Design, Information Design, and Interactive Multimedia systems. Our teaching and research facilities are housed in the new \$75,000,000 TEL (Technology Enhanced Learning) Building, which opened in Fall, 2003. We are most interested in new faculty members with demonstrated teaching capability at the undergraduate/graduate levels and who are committed to design research, methods, theory and practice which is user-centered. Design Studies Appointment: The successful applicant will provide research and leadership in at least two of the following areas: design history, design research, design theory, design management, information and systems management, as well as being able to teach at least one practicum area. Communication Design Appointment: The successful applicant will provide research and leadership in at least two of the following areas: information design, graphic design, typography, and knowledge management systems (in both digital and traditional format), as well as being able to teach in at least one Design Studies area. Teaching (responsibilities for both positions include teaching in the current undergraduate program and in the future graduate program. These appointments will require the usual responsibilities of participation in departmental governance, management of committees, course and curriculum development, and advising and evaluation of incoming students. Applicants are expected to have the relevant terminal graduate degree and either possess or be willing to seek RD membership in Ontario. Initial applications for consideration should include a letter of application stating your interests in the areas of research, teaching and practice, examples of your research and/or design work; examples of your students' work (if available); a curriculum vitae; a list of five academic and/or professional references whom you may contact with your permission. Candidates with strong previous teaching and/or extensive professional experience and a track record in research will be given preference. Rank will be at either the Assistant or the Associate Professor level and the salary will be competitive and commensurate with your experience. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academics> or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. All positions are subject to budgetary approval. Please send all application materials by December 31, 2003 to: Design Search Committee Attn: Barb Baker, Administrative Assistant Department of Design, University 4006 TEL Building 4700 Keele Street Toronto, Ontario M3J 1P3 phone 416-736-2100 ext. 77434 email: [babaker@yorku.ca](mailto:babaker@yorku.ca) or [www.yorku.ca/finearts](http://www.yorku.ca/finearts).

# Steering computer technologies into the fast lane

Two new Canada Research Chairs in "Cars and Computers"

**A**UTOMOBILE SYSTEMS ARE INCREASINGLY driven by developments in computer technologies. From aids to navigation and situational awareness, to engine controls and monitoring systems, the automotive world is already highly dependent on the microchip. And the trend is escalating, with new applications and the advent of radical new drive-by-wire technologies.

The University of Windsor's Faculty of Engineering and School of Computer Science are committed to leading in this exciting field of research and development. As a result, the University invites applications for two Canada Research Chairs in "Cars and Computers" (Tier I and Tier II), to join our team at the University of Windsor-DaimlerChrysler's \$750 million, state-of-the-art automotive research facility.

Qualified applicants are encouraged to research position details online, or to contact Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608.

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## QUEEN'S UNIVERSITY Canada Research Chairs — (Tier I & Tier II) Developmental Psychology

The Department of Psychology at Queen's University invites applications for two Canada Research Chairs (CRCs) in Child Development, with a focus in any field of research eligible for funding by the Natural Science and Engineering Research Council of Canada, including perceptual, motor, cognitive, or language development, and developmental cognitive neuroscience. See <http://pavlov.psyc.queensu.ca/> for additional information about the Department and positions.

The CRC program was established by the Canadian Federal Government to foster excellence in Canadian academic research. Information about these chairs is available at <http://www.chairs.gc.ca>. There are two classes of CRC. Tier I Chairs are awarded to experienced researchers whose peers acknowledge them as world leaders in their field; Tier 2 Chairs are for researchers whose peers acknowledge them as having the potential to be world leaders in their field. The Department of Psychology is seeking candidates for both a Tier I and Tier 2 Chair. These appointments will be continuing tenure-track positions and they are intended to complement one other and connect with existing strengths on the Queen's campus.

The Research Chairs will join a Department with successful, well-funded research programs in psycholinguistics, social cognition, behavioural neuroscience and developmental psychology. Researchers in these areas maintain active links with faculty in fields such as Biology, Psychiatry, Law, and Education. The developmental area is building a unique Centre for Applied Developmental Research that will link all of these resources within an interdisciplinary, collaborative framework. These CRC appointments are intended to provide additional strength and momentum to this group.

In accordance with Queen's guidelines for the assignment of Canada Research Chairs, applications from qualified women are particularly encouraged for these positions. This is an international search, open to candidates of all nationalities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be considered first. Queen's academic staff are governed by a collective agreement, the details of which are posted at <http://www.queensu.ca/qua>. Queen's University is committed to employment equity, and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities and persons of a diversity of sexual orientation.

Applicants should send a letter of application, a curriculum vitae, a detailed research plan, samples of scholarly work and the names of at least three referees to: Dr. M.W. Donald, Head, Department of Psychology, Queen's University, Kingston ON K7L 3N6, Canada. Email: [head@psyc.queensu.ca](mailto:head@psyc.queensu.ca); Fax: 613-533-2499; Tel: 613-533-2492.

# OPPORTUNITÉS DE CARRIÈRES

## DEVELOPMENT STUDIES

■ **QUEEN'S UNIVERSITY** – The Development Studies program invites applications from outstanding scholars interested in being nominated for university-wide competitions for tenure-track faculty appointments under the Queen's National Scholar (QNS) programme and/or the Canada Research Chair (CRC) programme. Development Studies is a developing country centre. Aboriginal Studies courses highlight the link between national and international development issues. Applicants can learn more about the programme and current faculty research interests at [www.queens.ca/devstudies](http://www.queens.ca/devstudies). Queen's National Scholar: The aim of QNS appointments is to enrich teaching and research in newly emerging fields of knowledge as well as traditional disciplines. We are looking for candidates who have a demonstrated potential to establish and maintain a vigorous programme of research in development studies (broadly defined) and excellence in teaching at an undergraduate level. Experience with graduate supervision would be an asset. Preference will be given to scholars in their early to mid-career stages. Additional information on the QNS programme can be found at [www.queens.ca/crc](http://www.queens.ca/crc). Canada Research Chair: The Government of Canada has established the CRC programme ([www.chairs.gc.ca](http://www.chairs.gc.ca)) to foster world-class research excellence in 10-15 Canadian universities. We are seeking a scholar within 5-10 years of completing their PhD to nominate for a university-wide competition for a SSHRC Tier I CRC in "Democracy, Economy, and Public Policy in Global Context". Details on this research cluster can be found in the Queen's Strategic Research Plan at [www.queens.ca/strategicresearch](http://www.queens.ca/strategicresearch). Details on the research cluster and accordance with the Queen's guidelines for assignment of CRCs, applications from qualified women are particularly encouraged for this position. Applicants should indicate which positions they are applying to and send a curriculum vitae, a statement of research and teaching interests, and a writing sample, plus three confidential letters of reference, by October 6, 2003, to Dr. David McDonald, Director, Development Studies, Queen's University, Kingston, Ontario, K7L 3N6; Tel: 613-533-6000 (x77210); Fax: 613-533-2986. Confidential enquiries can be sent to [devstudies@queens.ca](mailto:devstudies@queens.ca). Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Academic staff at Queen's University are governed by a collective agreement, details of which are posted at <http://www.queens.ca/academic/quala>.

## DRAMA

■ **THE UNIVERSITY OF VICTORIA** – The Department of Writing invites applications for two tenure-track positions in drama at the Assistant Professor level, one specializing in stage drama, the other in screenwriting. Experience in both areas will be considered an advantage. Applicants should have at least a master's degree or equivalent, proven teaching skills and a good record of publications or productions. Teaching duties will include workshops and/or equivalent. Salary offered commensurate with University of Victoria policy. Effective date: July 1, 2004. This position is subject to funding. Send a current CV, covering the education and addresses of three referees to Professor W.D. Valgardson, Chair, Department of Drama, University of Victoria, P.O. Box 1800, Victoria, B.C. V8W 2Y2. Closing date for receipt of applications is September 30, 2003. The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of mixed orientation and genders, and others who may contribute to the further development of the university. All qualified persons are encouraged to apply. However, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

■ **THE UNIVERSITY OF ALBERTA** – For over 60 years, the Faculty of Education at the University of Alberta (U of A) has been at the forefront of teacher education in Alberta, the rest of Canada, and throughout the world. Today, the Faculty is one of the largest faculties in Canada with nine undergraduate degree programs and a wide array of graduate degrees. The Department of Secondary Education invites applications for a full-time tenure-track position at the Assistant Professor level in the area of Secondary Drama/Theatre Education. The Department has a strong reputation for excellence in teacher education and curriculum studies. Undergraduate programs are offered in a full range of secondary school teaching subjects and concentrations. Graduate programs either centre on school subject areas or focus on broader questions of curriculum studies and pedagogical theorizing. Responsibilities for this position will include teaching undergraduate and graduate courses in curriculum and instruction in Drama/Theatre Education, supervising master's and doctoral student theses and projects, and participating in an ongoing research program. Applicants should have a doctorate in Drama/Theatre Education or be near completion. They should provide evidence of successful teaching at the secondary and post-secondary levels as well as evidence of an ongoing or developing program of research. Appointees will receive a competitive salary commensurate with qualifications, a comprehensive benefits plan, and relocation assistance. The competition will remain open until November 3, 2003 or until a suitable candidate is identified. To apply for this position, send your curriculum vitae, letter of intent outlining your teaching experience, research and service as well as your potential contributions to the Department, a sample of scholarly work reflecting your research interests, and the names of three references to Dr. T. Carson, Professor and Chair, Department

of Secondary Education, University of Alberta, Room 343 Education South, Edmonton, Alberta T6G 2G5. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other qualified persons will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diverse employment applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## DRAMATIC ART

■ **THE UNIVERSITY OF WINDSOR** School of Dramatic Art seeks applications for four tenure-track positions at the rank of Assistant Professor commencing July 1, 2004. The areas include: Acting, Theatre History, Movement for the Actor and Costume Design. For detailed position descriptions visit our website at [www.uwindsor.ca/faculty](http://www.uwindsor.ca/faculty). Positions: Contact: Prof. Lionel Walsh, Director, School of Dramatic Art, University of Windsor, Windsor, ON N9B 3P4, Phone: 519.253.3000, Ext. 2805, Fax: 519.971.6292, Email: [walshl@uwindsor.ca](mailto:walshl@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drachik, Director, Faculty Recruitment at 877-665-6608 (toll free) or [rector@uwindsor.ca](mailto:rector@uwindsor.ca).

## ECONOMICS

■ **THE UNIVERSITY OF ALBERTA** – The Department of Rural Economy, Faculty of Agriculture, Forestry and Home Economics invites applications from outstanding individuals for one full-time, tenure track position at the Assistant Professor level. As a result of our current directions in undergraduate and graduate programs, and to build on areas of research strength, we are interested in high quality candidates in the area of Economics and Information Management in the context of industries such as forestry, agriculture and food. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Economics, Business, Agricultural Economics or related field or expect to receive one before September 1, 2003. Research and/or industry experience beyond a doctoral degree is desirable, as is experience preparing and publishing in refereed journals. Scholars interested in learning more about the Department of Rural Economy and the research programs of the staff are invited to view our Home Page (<http://www1.ualberta.ca/~econ>). Dr. Ellen Goddard, [ellen.goddard@ualberta.ca](mailto:ellen.goddard@ualberta.ca), Department of Rural Economy, 515 General Services Building, University of Alberta, Edmonton, Alberta T6T 2H1 Canada, Phone: (780) 492-6403, Fax (780) 492-0268. Interested candidates should send a curriculum vitae, names of three references, a statement of current and future research interests and three papers most relevant to research interests to: Chair, Department of Rural Economy at the above address. Applications will be accepted until September 30, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diverse and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MCGILL UNIVERSITY** – The Department of Economics is seeking applications for two tenure-track positions over the next two years. We are primarily interested in the following fields: Open Economy Microeconomics, Sectoral Analysis (Labour, Public Economics, Environmental Economics, Applied Microeconomics). The ranks at which entry level appointments would be made are open. Entry level, Assistant Professor applicants must have completed a doctorate (or expect to do so by May 1, 2004), and must show potential for excellence in research and teaching. Applicants at the Associate or Full Professor level are expected to have established records of success in research and teaching. Please send letters of application, indicating the positions for which application is (are) made, curriculum vitae, and three confidential letters of reference to Professor Chris Green, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. The closing date for senior applications is October 15, 2003. The closing date for entry level Assistant Professor applications is November 15, 2003. All qualified candidates are encouraged to apply. However, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Candidates who are bilingual in English and French would be an asset. McGill University is committed to equality in employment.

■ **ST THOMAS MORE COLLEGE** – The Department of Economics at St. Thomas More College, a Catholic college federated with the University of Saskatchewan, invites applications for a tenure-track position in Economics at the level of Assistant/Associate Professor, commencing July 1, 2004. The STM Economics department collaborates directly with and is integral to the scholarly work of the Economics Department at the University of Saskatchewan. The successful candidate will have a PhD in hand or in progress, and be prepared to teach courses in introductory economics, methods, economic development, and/or labour economics. Successful candidates will be expected to develop an active, externally funded program of research and to help facilitate professional research in an interdisciplinary environment. Applicants are asked to send

a letter describing research and teaching strengths, a curriculum vitae, the names of three referees, documentation of teaching ability, including teaching evaluations, as well as copies of written work and/or publications to: Dr. Bohdan Kordian, Chairperson, Economics Search Committee, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, Canada S7N 0W6. The process of a candidate search will begin October 1, 2003 and continue until a successful candidate is found. Selected pre-interviews will be conducted at the ASSA Meeting, January 2004, San Diego, California. The salary of the successful candidate will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, the advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities, and members of other designated groups are encouraged to self-identify on their application. For more information on the Economics Department at St. Thomas More College, visit <http://www.stmcollege.ca> or contact Dr. Kordian at 306-966-8951 (voice), 306-966-8304 (fax), or [kordian@stmcollege.ca](mailto:kordian@stmcollege.ca).

■ **SIMON FRASER UNIVERSITY** – The Department of Economics seeks to fill four tenure track positions at the assistant professor level, effective September 1, 2004, subject to budgetary authorization and approval by the Board of Governors. Strong candidates in every field will be given serious consideration. Excellence in research and teaching are the primary criteria for these positions. Applicants will be expected to teach at both the graduate and undergraduate levels. Candidates should have a PhD completed or near completion. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Send a letter of application or permanent residence (if appropriate), and curriculum vitae by November 18, 2003, to: Gregory K. Dow, Chair, Department of Economics, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, V5A 1S6, Canada. Applicants should arrange for three letters of reference to be sent directly to the same address, Fax: 604-291-5944, Email: [econ@sfu.ca](mailto:econ@sfu.ca).

■ **WILFRID LAURIER UNIVERSITY** – The Department of Economics, Applications Invited for a tenure-track position at the rank of Assistant Professor commencing July 1, 2004. Candidates will hold, or will have nearly completed, a PhD in economics, with the requirement that they establish themselves as recognized scholars, produce information on research interests, and be good teachers at all levels. Outstanding candidates in all fields will be considered. Duties include teaching at the undergraduate and Master's level and research. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and aboriginal people. Applications will be considered until the position is filled. This position is subject to budgetary approval. Applicants should send a letter of application and arrange for three letters of reference to be sent to: Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5.

■ **CONCORDIA UNIVERSITY** – The Faculty of Arts & Science is seeking to fill two junior research chairs, one in Early Childhood Development and Education and one in Education and Technology. Send your full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/internet/djms>.

■ **CONCORDIA UNIVERSITY** – The Faculty of Arts & Science is seeking to fill two junior research chairs, one in Early Childhood Development and Education and one in Education and Technology. Send your full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/internet/djms>.

■ **THE UNIVERSITY OF VICTORIA** – The Department of Economics at the University of Victoria invites applications for one regular full-time position, starting July 1, 2004. The appointment will be at the Assistant Professor level, or at the junior Associate Professor level. The Department will consider strong applicants in applied microeconomics with an empirical research interest in any field, but candidates in Econometrics, Environmental Economics/Natural Resources, Labour, or Industrial Organization are especially encouraged to apply. Applicants should have the PhD in hand or be close to completion, and must show promise of excellence in research and teaching. The Department recently implemented a PhD Program and is interested in individuals capable of making a significant contribution to the Department's research capabilities. Candidates are encouraged to be able to provide PhD level instruction in a core area, as well as in their area of specialization. Information about the Department is available on its Web page at <http://web.uvic.ca/econ>. The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further development of the University. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian Citizens and permanent residents. All qualified candidates, and especially women, are encouraged to apply; however, Canadians and permanent residents will be given priority. Please send applications, including curriculum vitae and the names of three referees, to: Chair, Search Committee, Department of Economics, University of Victoria, P.O. Box 1800, STIM CSC, Victoria, BC, V8W 2Y2 Canada. Applicants are requested to arrange for at least three letters of reference to be sent directly by the referees to the Chair of the Search Committee. Applications should be submitted as soon as possible. The deadline for the receipt of applications and letters of reference is November 15, 2003.

■ **MCMASTER UNIVERSITY** – Applicants for a tenure-track position in the Department of Economics at McMaster University commencing July 1, 2004. The successful candidate will have an established independent research program and a record of significant peer-reviewed publications. The Department of Economics is a research-intensive academic unit with responsibilities for teaching and supervision of undergraduate students and M.A. and PhD students. The successful candidate will contribute to these areas as well as to one or more of the Department's recognized areas of strength, which include health economics, labour economics, population economics, public economics, applied economics, experimental economics, international economics, macroeconomics and money, and microeconomics and industrial organization. The successful candidate will be expected to assume a leadership role in the Department. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Canadian citizens and permanent residents will be considered first for this position. Interested candidates should send a letter of application and a curriculum vitae to Stuart Mestelman, Chair, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4; telephone: (905) 525-9140 x 24591; facsimile: (905) 521-8232; electronic mail: [econ@mcmaster.ca](mailto:econ@mcmaster.ca). The Department will contact referees directly for supporting letters. Candidates may submit the names of three potential referees for the Department's consideration. The Department will begin reviewing applications in October 2003. The search will continue until the position is filled.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** – The Department of Economics has several tenure-track positions subject to final budgetary approval. Starting date: July 1, 2004. Positions are at the rank of Assistant, Associate or Full Professor. Priority fields include macroeconomics, international finance, international trade, resource/environmental economics, industrial organization and public finance. Qualifications:

■ **THE UNIVERSITY OF BRITISH COLUMBIA** – The Department of Economics has several tenure-track positions subject to final budgetary approval. Starting date: July 1, 2004. Positions are at the rank of Assistant, Associate or Full Professor. Priority fields include macroeconomics, international finance, international trade, resource/environmental economics, industrial organization and public finance. Qualifications:

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The positions in Mechanical, Automotive and Materials Engineering are in Tribology and Applied Dynamics. Those in Civil Engineering are in Experimental Structure Mechanics and Asset Integrity/Management. (The Applied Dynamics position may also focus in Civil Engineering.)

Qualified applicants are encouraged to research positions details online, or to contact Dr. Janice Drachik, Director of Faculty Recruitment, toll free at 1-877-665-6608.

\*UFAs are designed to encourage the appointment of women and aboriginal researchers. See [www.nserc.ca](http://www.nserc.ca).

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UNIVERSITY OF WINDSOR

## CAREERS CARRIÈRES

For appointment at the Assistant Professor level, the candidate must have a PhD (or solid indication of imminent completion), and demonstrate excellence or close promise of excellence in teaching and in research. For appointment at the Associate or Full Professor level the candidate must have a proven record of outstanding research and excellence in teaching. Application deadline is November 28, 2003. Application, including a curriculum vitae and samples of research papers should be sent to Chair, Recruitment Committee, Department of Economics, The University of British Columbia, Vancouver, B.C., Canada, V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

**THE UNIVERSITY OF CALGARY**—Canada Research Chair, Environmental and/or Regulatory Economics. The University of Calgary invites applications or nominations for a Tier 1 (senior level) Canada Research Chair established by the Government of Canada to advance Canadian universities to

foster world-class research excellence (www.chairs.gc.ca). The Chair will build on existing strengths in energy, environmental, or regulatory economics, identified in the University's Strategic Research Plan (www.uccalgary.ca/UCR/research/documents/strategic\_plan.pdf). The University of Calgary, as part of its Academic Plan (www.uccalgary.ca/UCR/events/uncom/uncomraising.html), has identified the area of Energy and the Environment as a strategic priority. The Chair is expected to take an active role in initiatives to make the University of Calgary the pre-eminent university in Canada, and one of the world's leading centres for energy, environmental, and regulatory studies. The appointment will be primarily in the Department of Economics (www.econ.uccalgary.ca) in the Faculty of Social Sciences, but preference will be given to candidates whose research will promote collaboration with the Faculty of Law, Management, or Science. The position represents an exciting opportunity for experienced individuals who are recognized internationally for applied and policy relevant research in these fields. The appointment will be tenured with limited teaching responsibilities. The successful applicant should possess an outstanding publication record that demonstrates a successful and active research program, commensurate with the requirements of the Tier 1 Chair. Experience in supervising graduate students is expected. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Calgary respects, appreciates, and encourages diversity. Applicants should submit their curriculum vitae and a statement of research interests and future plans, and the names and addresses of at least three references to: Stephen Rangan, Dean, Faculty of Social Sciences, University of Calgary, 2500 University Dr. NW, Calgary, AB, T2N 1N4, Canada; Fax: (403) 282-8606; Email: srangan@uccalgary.ca. Applications will be considered beginning October 1, 2003 until the position is filled. Nomination of the Canada Research Chair Program is planned for September 2004, and final approval of the appointment is conditional upon approval of the Canada Research Chair Program. The anticipated start date is July 1, 2005.

**QUEEN'S UNIVERSITY**—The Department of Economics at Queen's University has an outstanding tenure-track faculty position in any field in economics beginning July 2004. Candidates should have a PhD completed or near completion and have excellent qualifications for research and teaching. Salary is commensurate with qualifications and experience. Complete applications must be received by 20 November 2003. To apply, visit <http://www.econ.queensu.ca/recruit> and fill in the electronic application form at the bottom of the page. Applicants who do not have access to the Internet should send a letter of application, curriculum vitae, three letters of reference and copies of research papers to Professor George Smith, Department of Economics, Queen's University, Kingston, Ontario, Canada K7L 3N6. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Academic staff at Queen's

University are governed by a collective agreement; the details of which are at <http://www.queensu.ca/qa>.

**THE UNIVERSITY OF TORONTO**, Ontario. The Department of Economics, Faculty of Arts, seeks two (2) tenure-track Assistant Professors in any of the following fields: Macroeconomics, Applied Microeconomics, Labour Economics, Industrial Organization, Development Economics, International Trade, International Finance, Economic Development, Financial Economics, and Resource Economics. Details in full-page ad in this issue and at <http://www.yorku.ca/scads/bos>. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/scads/bos> or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

**THE UNIVERSITY OF WINNIPEG**—The Department of Economics invites applications for two probationary tenure track appointments at the rank of Assistant Professor effective July 1, 2004. Both positions are subject to budgetary approval. Salary is commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching and research. Preferred fields of specialization are Macroeconomics, Environmental Economics, Financial Economics or International Finance. However, all qualified candidates are encouraged to apply. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals (including women, members of visible minorities, aboriginal persons, and persons with disabilities). In accordance with Canadian immigration requirements, the advertisement is directed initially to Canadian citizens and permanent residents of Canada. Interested candidates should, by December 1, 2003, send curriculum vitae, including three letters of reference, to: Michael Benaroch, Chair, Department of Economics, The University of Winnipeg, 515 Broadway Avenue, Winnipeg, Manitoba, R3S 2E9, fax: 204-774-4134, phone (204) 786-9268 or email [m.benaroch@uwinnipeg.ca](mailto:m.benaroch@uwinnipeg.ca).

**THE UNIVERSITY OF WATERLOO**—The Department of Economics seeks to fill three tenure track positions, rank open. At the assistant professor level, consideration will be given to applicants with a PhD or those nearing completion of their PhD and who have demonstrated excellent teaching skills. Candidates for senior positions must have demonstrated excellence in both teaching and research. While all areas of economics will be considered, the department is especially interested in appointing someone in the following fields: macroeconomics, health economics, and the economics of technology. Since the Department offers an applied program at both the graduate and undergraduate level, strong applied skills would be an asset. The successful candidate will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellent research and teaching are primary criteria for the position. The positions are effective September 1, 2004; alternative start dates may be possible. Salary will be commensurate with experience and qualifications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds. If you are interested in the position send your curriculum vitae, three letters of reference, and a sample research paper to: Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. Deadline for applications is November 15, 2003.

**THE UNIVERSITY OF WINDSOR**—The Department of Economics invites applications for a tenure-track position in the areas of macroeconomics, international finance, and applied economics, at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at [http://www.uwindsor.ca/faculty\\_positions](http://www.uwindsor.ca/faculty_positions). Contact Dr. Ralph Kolinski, Head, Department of Economics, University of Windsor, Windsor, Ontario N9B 3A4, Phone: 519-253-3000, Ext. 2368, Fax: 519-973-7096, E-mail: [kolinski@uwindsor.ca](mailto:kolinski@uwindsor.ca). For information on the University of Windsor or the Chair of Windsor, contact Dr. Janice Orlich, Director, Faculty Recruitment at 817-665-6606 (toll free) or [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca).

**EDUCATION**

**THE UNIVERSITY OF NEW BRUNSWICK** SAINT JOHN—Accounting (one position); Management (two positions); Marketing (one position); Quantitative Methods (one position); E-Business (one position). The Faculty of Business at the University of New Brunswick Saint John invites applications for tenure track positions in Accounting, E-Business, Marketing, Management, Strategic Management, Entrepreneurship, Organizational Theory and Human Resource Management and Quantitative Methods/MIS. These positions include undergraduate and graduate teaching. Overseas teaching opportunities available to faculty members at UNB Saint John and the recently formed New Brunswick Innovation Fund ([www.nbf.com](http://www.nbf.com)) provides for potential start up funding for newly appointed Faculty members. The UNB Saint John Faculty of Business has an outstanding reputation for its innovation, global perspective, and leading efforts in E-Business and E-Commerce. First in Canada with E-Commerce degrees at the undergraduate and MBA levels, the Faculty was recently recognized as #1 in E-Business by Canada Business Magazine's Ranking of Canadian MBA programs. More information about us can be found at <http://www.mba.com>. The Faculty also hosts one of the first Electronic Commerce Research centres (ECRC) in North America, which is co-located with the National Research Council of Canada's IIT e-Health research arm. Adept, opportunities for research collaborations with private and public sector partners are available through the Centre. Further information can be found by reviewing the ECRC's website at <http://www.ecmccentre.ca>. The successful candidates will be expected to teach courses

at the undergraduate and graduate levels and should be committed to effective and innovative teaching practices. The successful candidate will also have a demonstrated program of quality research or potential for the development of such a program. The successful candidates will hold a doctorate degree in a relevant discipline or be in the final stages of completing the dissertation. Candidates holding lesser degrees may be considered for limited term appointments. All positions are subject to budgetary approval. Rank and salary will be commensurate with qualifications and experience. Please send a letter of application, CV/resumes, evidence of teaching proficiency and three letters of reference to: Dr. Shelley M. Rinehart, Dean, Faculty of Business, PO Box 5050, 217 Grand Hill, 1. Track and Park Road, Saint John, NB, Canada E2L 4L5, or e-mail to: [sr@unb.ca](mailto:sr@unb.ca). Applications are expected to commence July 1, 2004. Renewal of applications will commence immediately, however applications will be accepted until October 1, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is Committed to the Principle of Employment Equity.

**THE UNIVERSITY OF MANITOBA**—The Faculty of Education, Department of Curriculum, Teaching and Learning invites applications for one full-time tenure-track position in Social Studies Curriculum and Instruction at the Assistant Professor level, commencing July 1, 2004, or as soon as possible thereafter. This appointment is subject to final budgetary approval. Applicants must hold a doctorate in Social Studies Curriculum and Instruction or a related field, have successful relevant teaching experience preferably at the early and/or middle years levels, and show evidence of a strong research and publication potential. It is expected that the successful candidate will have knowledge of Canadian contexts. Prior teaching experience at the university level will be an asset. Responsibilities include: (1) teaching Social Studies undergraduate curriculum and instruction in the Early and Middle Years programs; (2) supervising teaching practice; (2) teaching graduate courses and advising graduate students; (3) conducting research in the field of research; and (4) participating in the faculty's service activities, including working on an integrative approach to a program of research and providing leadership within the university and larger community (e.g., school system, ministries of education, and professional organizations). The Department of Curriculum, Teaching and Learning currently has 25 full-time staff in these areas. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities. Aboriginal persons and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Further information can be obtained by visiting the following websites: <http://www.manitoba.ca/education/curriculum/ctl/>, <http://www.ctl.manitoba.ca/>. Letters of application, complete with curriculum vitae, official transcripts, and the names of and contact information for three current referees should be sent to: Stan Straw, PhD, Head, Department of Curriculum, Teaching and Learning, 270 Education Building, University of Manitoba, Winnipeg, MB R3T 2N2, fax: 204-474-7550, e-mail: [stan\\_straw@manitoba.ca](mailto:stan_straw@manitoba.ca). The closing date for applications is January 15, 2004. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information Act. If you are interested in the position send your curriculum vitae, three letters of reference, and a sample research paper to: Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. Deadline for applications is November 15, 2003.

**CONCORDIA UNIVERSITY**—The Faculty of Arts & Science has up to two tenure-track positions available in the School of Education and Elementary Education and one in Educational Technology. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/internet/jobs.htm>.

**CONCORDIA UNIVERSITY**—The Faculty of Arts & Science is looking to fill two junior research positions in the areas of Canadian Research Chairs, one in Early Childhood Development and Education, and one in Educational Technology. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/internet/jobs.htm>.

**THE UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY**—The School of Education invites applications for tenure-stream positions at all rank levels. The school places particular emphasis on mathematics, science and technology education. We have ongoing new four- and five-year concurrent programs and we would like to extend our strengths in these areas; build additional strengths in areas such as educational technology, constructivist views of teaching and learning, problem-based teaching, information literacy and technology integration; and add faculty to our complementary area in foundations of education. The successful candidates will be expected to conduct research and innovative research programs and to teach at the undergraduate and graduate level. Applicants should possess a PhD in education or a related area, experience in teaching in the kindergarten to Grade 12 level, a clear record of research productivity, a strong academic background, and demonstrated excellence in research and teaching. New scholars should have evidence of potential in all of these areas. At faculty level, applicants are expected to have skills in the integration of technology into teaching and to model those skills in their own teaching. Areas of specialization of particular interest include: mathematics or science education; human growth and development; and educational foundations. Areas of research interest include: educational applications of robotics and/or photosynthesis; instructional design and development; performance improvement; online teaching and learning; and multimedia in education. The University of Ontario Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorities. Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted until October 31, 2003, or until

## Lakehead UNIVERSITY

## DEAN OF GRADUATE &amp; INTERNATIONAL STUDIES

Lakehead University invites applications and nominations for the position of Dean of Graduate and International Studies. Reporting to the Vice-President (Academic) and Provost, the Dean is responsible for leadership and general administration of graduate studies, including co-ordination of appraisal by the Ontario Council of Graduate Studies, and graduate student assistance. Lakehead University offers twenty-two Masters programs in the Social Sciences and Humanities, Sciences, Business, Education, Engineering, Forestry and Professional Schools. Doctoral programs are offered in Clinical Psychology and Education. The Dean will also be responsible for leadership and general administration of international studies, including the recruitment and support of foreign students as well as the promotion and support of international activities by faculty and students.

Applicants should have an earned PhD, an established reputation as a scholar, teacher and graduate supervisor, and should possess the necessary administrative and interpersonal skills to provide leadership for the continuing development of graduate and international studies. The successful candidate will demonstrate a vision for the expansion of graduate education and international services at Lakehead University.

For information on Lakehead University, please visit our web site at [www.lakeheadu.ca](http://www.lakeheadu.ca). Applicants should submit a curriculum vitae and the names and addresses of three referees to:

Dr. Mary Louise Hill  
Vice-President (Academic) and Provost  
Lakehead University  
955 Oliver Road  
Thunder Bay, ON P7B 5E1

Review of Applications will begin on September 15, 2003.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

## DEAN OF THE FACULTY OF SCIENCES &amp; ENVIRONMENTAL STUDIES

Lakehead University invites applications and nominations for the position of Dean of the Faculty of Science and Environmental Studies. The Faculty includes the Departments of Anthropology, Biology, Chemistry, Computer Science, Geography, Geology, Mathematical Sciences and Physics, offering a range of Bachelor's and Honours Bachelor's degree programs, as well as Master's Science degree programs in 5 disciplines. Reporting to the Vice-President (Academic) and Provost, the Dean must possess strong leadership and administrative skills and be capable of working creatively with the faculty and other members of senior administration. The Dean is responsible for maintaining an atmosphere that fosters a high level of research productivity and teaching excellence.

Applicants should have an earned PhD, an established reputation as a scholar and teacher and experience in administration, preferably as a departmental Chair. The successful candidate will have strong leadership qualities, a personality that engenders respect and cooperation, and a vision for the continued development of the Faculty.

Vice-President (Academic) and Provost  
The University of British Columbia

The University of British Columbia (UBC) invites applications and nominations for the position of Vice-President (Academic) and Provost.

The University of British Columbia, located in Vancouver, BC, is the third largest university in Canada. UBC is a global centre of research with state-of-the-art facilities in its campuses at Point Grey and Robson Square, incorporated in 1908. UBC is a publicly supported university comprising twelve

faculties, eleven schools, twenty-two centres and institutes, and three major affiliated teaching hospitals. The goal of Trek 2030—UBC's strategic vision for the twenty-first century—is to provide students with an outstanding and distinctive education, and conduct leading research to serve the people of British Columbia, Canada and the world.

Over 28,000 undergraduates and 6,400 graduate students, as well as more than 40,000 non-credit, certificate, and distance education learners comprise the student population. Faculty and staff number over 9,000.

Total expenditures in 2002/2003 were \$1 billion, including \$425 million in operating expenses and \$209 million in sponsored research. The UBC endowment fund surpassed market value of \$570 million in 2002. For additional information, please visit: [www.ubc.ca](http://www.ubc.ca).

The Vice-President (Academic) and Provost, who reports to the President, is responsible for the planning, development, administration and integrity of the academic affairs and research initiatives of the University. The Provost is the senior Vice-President and serves as Acting President in the absence of the President.

UBC hires on the basis of merit and is committed to employment equity. The Presidential Advisory Committee will begin consideration of applications and nominations in September 2003. Documentation should be forwarded in confidence to the address shown below.

Janet Wright & Associates Inc.  
21 Bedford Road, Suite 300  
Toronto, Ontario M5R 2J9  
Email: [resumes@jwsearch.com](mailto:resumes@jwsearch.com)  
[www.jwsearch.com](http://www.jwsearch.com)

Fax: 416-923-8311

Janet Wright & Associates Inc.



# CAREERS CARRIÈRES

suitable candidates are found. All positions are subject to budgetary approval. Applicants should submit in electronic form a curriculum vitae including a list of publications, a statement of teaching interests and proposed research, as well as the names of three referees to careers@uol.ca. For more information on positions, our university or the School of Education, please visit our website.

■ **THE UNIVERSITY OF VICTORIA** — A tenure track position at the rank of Assistant or Associate Professor is available in the Leadership Studies program of the Department of Educational Psychology and Leadership Studies, Faculty of Education, University of Victoria. The successful candidate will be required to have a demonstrated understanding of organizational and leadership theory, a record of scholarly achievement, demonstrated capability as a teacher, educational/community leadership experience, and a willingness to assume an active and meaningful role in the academic and organizational life of the Department and the Faculty of Education. Responsibilities: Teaching at the undergraduate and graduate levels. Development and maintenance of a program of research. Supervising graduate student research. Committee and service participation. May involve teaching in off-campus programs. Qualifications & Experience: Doctoral degree in Leadership Studies, Educational Administration, or a related field. Evidence of scholarly interest, activity, and credibility. Post-secondary teaching experience. Familiarity with distance education and associated technologies, and willingness to participate in off-campus graduate program initiatives. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. We are planning an appointment for July 2004. Deadline for receipt of applications is November 15, 2003. Please send your application, curriculum vitae and the names of three referees to: John D. Anderson, Chair, Department of Educational Psychology & Leadership Studies, University of Victoria, Victoria, BC Canada, V8W 3N4.

■ **THE UNIVERSITY OF WINDSOR** — The Faculty of Education, invites applications for a tenure-track position in Educational Policy and Leadership, at the rank of Assistant or Associate Professor, commencing January 1, 2004. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, ext. 3601, Fax: 519.253.3612, E-mail: [progers@uwindor.ca](mailto:progers@uwindor.ca). For information on the University of Windsor or the City of Windsor, contact: Dr. Janice Drachuk, Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruitment@uwindor.ca](mailto:recruitment@uwindor.ca).

■ **THE UNIVERSITY OF WINDSOR** — The Faculty of Education, invites applications for a tenure-track position in Language Arts Education, at the rank of Assistant Professor, commencing July 1, 2004. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, ext. 3601, Fax: 519.253.3612, E-mail: [progers@uwindor.ca](mailto:progers@uwindor.ca). For information on the University of Windsor or the City of Windsor, contact: Dr. Janice Drachuk, Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruitment@uwindor.ca](mailto:recruitment@uwindor.ca).

## EDUCATIONAL PSYCHOLOGY

■ **MCGILL UNIVERSITY** — The Departments of Educational Counselling and Psychology and Integrated Studies in Education invite applications for a joint-appointment tenure-track position in Educational Measurement and Assessment at the Assistant Professor rank, effective January 1, 2004. The successful candidate should have an active program of education-related research and one or more of the following areas: classroom-based methods of assessment; cognition and instruction related to individual development; cognitive and psychological measurement models; applications of technology to assessment of students' learning. The successful candidate will be expected to teach at the undergraduate and graduate levels and to supervise undergraduates during student teaching and graduates at the Master's and PhD levels. Knowledge of French would be considered an asset. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. McGill University is committed to equity in employment, and encourages applications from women and men, persons with disabilities, members of visible minorities, and aboriginal peoples. Please send a cover letter, curriculum vitae and sample publications (if applicable) and have at least three signed letters of reference sent directly to: Dr. Suzanne Lajoie, Chair, Department of Educational and Counselling Psychology, McGill University, 3700 McTavish Street, Montreal, QC H3A 1Y2, mail: [Suzanne.lajoie@mcgill.ca](mailto:Suzanne.lajoie@mcgill.ca); fax: 514-398-6968. Review of applications will commence October 1, 2003 and will continue until filled.

## EGYPTOLOGY

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Classical, Near Eastern and Religious Studies at the University of British Columbia invites applications for a tenure-track position in Egyptology at the level of Assistant Professor beginning July 1, 2004, subject to budgetary approval. The successful candidate will be expected to show potential for excellence in teaching and research. Applicants should have completed or nearly completed the PhD and demonstrated their commitment to scholarship through publication. Teaching experience at the post-secondary level is expected. Salary will be commensurate with qualifications and experience. With their letter of application applicants should send

a current c.v. and arrange for three letters of reference, and teaching evaluations if available, to be forwarded to The Chair, Search Committee, Dept. of Classical, Near Eastern and Religious Studies, University of British Columbia, 60CH C260-1866 Main Mall, Vancouver, B.C., V6T 1Z1, Canada, no later than October 15, 2003. Interested applicants may also visit our Website at <http://www.cnsr.ubc.ca>. The University of British Columbia is an equal opportunity institution and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications must include citizenship and/or immigration status.

## EMERGENCY & CRITICAL CARE

■ **THE UNIVERSITY OF GUELPH** — The Department of Clinical Studies, Ontario Veterinary College, is seeking applications to fill a tenure-track faculty position in Emergency and Critical Care at the rank of Assistant Professor. Applicants must have a DVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario, and should be a diplomate of the American College of Veterinary Emergency and Critical Care or eligible for that certification examination. Possession of an advanced degree is desirable. The ideal candidate should have a strong background in clinical Emergency and Critical Care with outstanding teaching and communication skills. The successful candidate will work with one other faculty person to provide didactic and clinical instruction in Emergency and Critical Care and related disciplines to undergraduates, interns, residents and graduate students. Service activities will include the management of patients and consultation in the Veterinary Teaching Hospital and limited administrative activities. Candidates must have demonstrated research capability and research of a collaborative nature, consistent with the goals of the Department and College, is expected. Numerous research opportunities are supported by several grant agencies and there are opportunities for collaboration with three nearby medical schools. The successful candidate should have completed 15, 2003 or until a suitable candidate is identified. Contact: Dr. Christopher Brown, Chair, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Ontario, N1G 2W1, (519)-823-8800, ext. 2781, Fax: (519)-767-0311, email: [cbrown@uoguelph.ca](mailto:cbrown@uoguelph.ca), and provide a letter of application, a current curriculum vitae, and the names of three referees. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

## ENGINEERING

■ **CONCORDIA UNIVERSITY** — The Department of Building, Civil and Environmental Engineering invites applications for a tenure-track faculty position in the area of Environmental Engineering at the rank of Assistant Professor. Applicants must possess a PhD or equivalent in Civil, Environmental or Chemical Engineering and have interest in pursuing leading edge research in one or more of the following areas: water purification and air pollution control. Previous experience in developing numerical modeling of environmental systems is an asset. A strong commitment to the supervision of M.A.Sc. and PhD students and to excellence in teaching at both the graduate and undergraduate levels, incorporating computer applications, is expected. Knowledge of French is an asset. Membership, or eligibility for membership, in a Canadian professional engineering association is required. The appointment will be made effective January 1st, 2004. Applicants should send a curriculum vitae, a statement of research interests, and the names of at least three referees to: Dr. Osama Moshref, Professor and Chair, Department of Building, Civil and Environmental Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8. Applications will be accepted until the position is filled. Further information about Concordia University and the Department of Building, Civil and Environmental Engineering can be found at the <http://www.concordia.ca>. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **THE UNIVERSITY OF NEW BRUNSWICK** — Applications are invited for a tenure-track faculty position at the Assistant Professor level in the Department of Chemical Engineering at the University of New Brunswick. Candidates should have a PhD in chemical engineering or a related discipline, at least one degree in chemical engineering is required. Highly motivated people with a strong commitment to teaching and research are sought, and those with experience and a strong interest in the oil and gas sector in particular are encouraged to apply. Industrial experience is desirable but not essential. Information about our department can be found at <http://www.unb.ca/che>. The position, which is subject to final budgetary approval, is scheduled to take effect 2004 January 1. Candidates should write to the Chairman, Department of Chemical Engineering, P.O. Box 4400, University of New Brunswick, Fredericton, NB, E3B 5A3, enclosing a full curriculum vitae and the names and addresses of three referees. Tentative closing date is 2003 September 30. Although priority is given to Canadian citizens and permanent residents, we welcome applications from all qualified candidates. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. ■ **DAHOUSIE UNIVERSITY** (<http://www.dal.ca>) invites applications and nominations for a Tier I or Tier II Canada Research Chair in Tissue Engineering. The Canada Research Chairs (CRC) Programme has been established by the Government of Canada to enable Canadian universities to foster re-

search excellence and enhance their role as world class centres of research excellence in the global, knowledge-based economy. More information about the Canada Research Chairs is available at: <http://www.chairs.gc.ca>. Dalhousie University has rapidly grown expertise and facilities in the areas of biomaterials and biomechanics. Established in 1995, the School of Biomedical Engineering has 28 appointed faculty, more than half of whom have core interests in connective tissue science, engineering, and connective tissue studies. The university is home to a full suite of health care training programs (dentistry and dental hygiene, medicine, nursing, physical and occupational therapies, pharmacy, kinesiology) while Dalhousie's teaching hospitals provide tertiary medical and dental care to a population of some 1.8 million. As well, the QE II Regional Tissue Bank provides one of only two L1 function tissue and organ transplantation/banking services in Canada. Dalhousie University also has rapidly growing interests in all areas of materials research including scientific, engineering, and biomedical applications. With more than 50 faculty members and

150 associated research students and post-doctoral fellows with materials research interests, the university has recently established a new Institute for Research in Materials. The Canada Foundation for Innovation has recently approved funding for an \$8.6 million Materials Characterization Facility including XPS/SIM facilities, advanced SEM, and high-field solid-state NMR. The CRC in Tissue Engineering will be an international leader in basic or applied connective tissue science with a proven ability to work in a collaborative, multidisciplinary environment. While not exclusive, research interests may be in one of the following areas (no particular order): (i) cell signalling, (ii) mechanotransduction, (iii) scaffold based regeneration, (iv) cell-based therapies, (v) illegal/zonotrophic engineering, (vi) regenerative medicine. As a senior Chair, a Tier I appointment will be awarded at the rank of Professor in the Department(s) most suited to the candidate's research and teaching interests. As a junior Chair, a Tier II appointment will be in the probationary tenure track at the rank of Assistant Professor or tenured at the rank of Associate Professor depending on

the qualifications and experience of the applicant. Applicants should send a curriculum vitae, a detailed research plan and names of three referees to: Professor J. Michael Lee, Director, School of Biomedical Engineering, Dalhousie University, 5981 University Avenue, Halifax, Nova Scotia, Canada B3H 3J5, Email: [michael.lee@dal.ca](mailto:michael.lee@dal.ca). Applications will be considered until the position is filled. Please note that the CRC nominations are subject to review and final approval by the CRC Secretariat. Dalhousie University is an Employment Equity/Alternative Act employer. The University encourages applications from qualified aboriginal people, persons with a disability, racially visible persons, and women.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Applications are invited for a probationary tenure-track appointment at the rank of Assistant Professor in the Department of Electrical and Computer Engineering, effective September 1, 2003 or as soon as possible thereafter. If qualifications and experience warrant a higher rank, consideration will be given to an appointment at Associate Professor, or Professor rank with tenure. The Department of Electrical and Computer Engineering has 28 faculty, 9 staff members, and over 100 graduate students enrolled in the MSc and PhD programs. There are three undergraduate programs associated with Electrical and Computer Engineering (ECE): Electrical Engineering, Computer Engineering and Software Engineering, with a total of 465 students enrolled. It is one of the four Departments in the Faculty of Engineering (<http://www.engg.uwo.ca>), which has over 85 faculty and 50 staff members, and a total student body which exceeds 1500 undergraduates and 350 graduate students. Situated in picturesque London, Ontario, a city with a population of approximately 340,000 along the banks of the Thames River, The University of Western Ontario is a prominent academic institution that has made a commitment to excel as a research intensive university (<http://www.uwo.ca/uowcon/western/about/>). Embracing this mission, Western Engineering is presently undergoing a rapid expansion (see Research Plan at: [www.engg.uwo.ca/compendium](http://www.engg.uwo.ca/compendium)) and exciting new opportunities are developing including the addition of a new Advanced

expressions of interest, or suggestions of suitable candidates should be submitted in confidence at any time to the address shown below. The Search Committee will begin consideration of candidates in October 2003, and is seeking a highly qualified individual who can take office no later than July 1, 2004.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

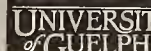
**Janet Wright & Associates Inc.**  
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Toronto, Ontario M5R 2J9  
E-mail: [resumes@wasearch.com](mailto:resumes@wasearch.com)  
[www.wasearch.com](http://www.wasearch.com)

Fax: 416-623-8311



## Provost and Vice-President (Academic)

University of Guelph



The University of Guelph has commenced a search for a new Provost and Vice-President (Academic). As the University's senior academic officer, the Provost plays a key role in maintaining and enhancing Guelph's standing as one of the best comprehensive universities in Canada. Guelph combines a high-quality, student-focused, residentially intensive milieu with a record of scholarly achievement that also ranks it among Canada's most research-intensive institutions. The University is committed to innovative programs, internationalism and interdisciplinary approaches, dynamic student-faculty interaction, and an integration of learning and research.

A Search Committee, chaired by President Alastair Summerlee, has begun consultations, and anticipates that a Position Profile will be available by the end of September. Further information on the search can be found at [www.uoguelph.ca/Info/vpsc](http://www.uoguelph.ca/Info/vpsc). Requests for the Profile,

expressions of interest, or suggestions of suitable candidates should be submitted in confidence at any time to the address shown below. The Search Committee will begin consideration of candidates in October 2003, and is seeking a highly qualified individual who can take office no later than July 1, 2004.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

## Janet Wright & Associates Inc.

21 Bedford Road, Suite 300  
Toronto, Ontario M5R 2J9

E-mail: [resumes@wasearch.com](mailto:resumes@wasearch.com)  
[www.wasearch.com](http://www.wasearch.com)

Fax: 416-623-8311

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## CAREERS CARRIÈRES

Technology Centre building (<http://www.enga.uwa.ca/eng/Default.html>), which will house the Electrical and Computer Engineering faculty offices and many state-of-the-art laboratories associated with this Department and Program. The Software Engineering Program has recently received a four year accreditation by the Canadian Engineering Accreditation Board. We seek energetic and dynamic candidates who will be able to positively contribute to the program. The successful candidate will have a PhD in Software Engineering of a related discipline and will have a demonstrated outstanding record of research and publication in their area of specialization. The

successful candidate will be expected to maintain an ongoing vigorous research program. The candidate's research interests should complement existing areas of research strength which include: information engineering, software architecture and design, testing, reliability and maintenance, human-computer interaction, computer networking, and embedded systems. As well, the candidate will have a commitment to and demonstrated aptitude for teaching, and will be expected to teach at the undergraduate and graduate levels and to supervise graduate students. This position will require active collaboration with colleagues, including the expectation

for the development of effective teaching and research partnerships with faculty in the Department of Computer Science in the Faculty of Science. Candidates will be expected to participate in the normal administrative activities of the Department, Faculty and University. Commitment to an eligibility for registration as a Professional Engineer in Ontario is required for this appointment. Those interested in applying for this position should forward a curriculum vitae and the names and addresses of three referees to: Dr. T.S. Sidhu, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. We also wel-

come e-mail inquiries and submissions, to be sent to: [sidhu@eng.uwo.ca](mailto:sidhu@eng.uwo.ca). Consideration of applications will commence on August 1, 2003, and will continue until the position is filled. Please note that a budget approval. Applicants should have fluent writing and verbal communications skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF NEW BRUNSWICK** in Canada invites applications for a position in the Dr. Jack McKenna Linerick Pulp and Paper Research and Education Centre. This is a tenure-track faculty position at the Assistant Professor level with the successful candidate being jointly appointed to the Departments of Chemical Engineering and Chemistry. Preference will be given to applicants whose research interests are related to the chemical aspects of pulp and paper manufacturing processes. Qualifications required include a PhD in a related discipline. Demonstrated excellence in research and teaching in the field of pulp and paper is required. The successful candidate will be expected to teach at the undergraduate and graduate levels and to supervise graduate students. This position is not a required teaching position. The pulp and paper industry is the largest manufacturing industry in New Brunswick. The Linerick Pulp and Paper Centre, established in 1994, provides the research and teaching programs that address the needs of the industry and complement the programs of the University of New Brunswick. The Department of Chemical Engineering and Chemistry can be found at <http://www.unb.ca/chem>. The position, which is subject to final budgetary approval, is scheduled to take effect July 1, 2004 or as soon thereafter as possible. Candidates should submit a curriculum vitae, a list of publications, a complete research proposal which should be published in NSERC form 101 form (<http://www.nserc.ca>), a statement of teaching philosophy, and names and addresses of three referees to: Dr. T.S. Sidhu, Chair, Department of Chemical Engineering, P.O. Box 4400, University of New Brunswick, Fredericton, Canada, E3B 5A6. Referees' applications will begin on January 1, 2004 and will continue until the position is filled. Applicants should indicate current citizenship status. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of New Brunswick is committed to the principle of employment equity.

■ **McGILL UNIVERSITY** - The Department of Electrical Engineering and Applied Mechanics invites applications for a tenure track appointment at the Assistant Professor level in the area of geotechnical engineering. The Department has 14 full-time Professors whose research and teaching interests cover the general areas of applied and computational mechanics with particular emphasis on geotechnical engineering, geoenvironmental and geotechnical engineering, fluid mechanics and water resources engineering and transportation engineering. There are approximately 250 full-time students in the undergraduate programs, approximately 70 graduate students in M.Eng. and PhD programs. Information about the Department and McGill University can be found at <http://www.mcgill.ca/civil>. Applicants for this position should hold a doctoral degree and have a demonstrated commitment to teaching geotechnical engineering oriented courses at both the undergraduate and graduate levels. The successful candidate must demonstrate a capability to sustain research activity in areas related to geotechnical engineering and should have a strong interest and expertise in experimental research. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The position is subject to final budgetary approval of the University. McGill University is committed to equity in employment. Membership in a professional engineering association is a requirement. The position is available as early as January 1, 2004. Interested candidates should submit an application which includes a statement of teaching and research interests, names and addresses of three referees and copies of recent publications to Professor D. Mitchell, Chair, Department of Civil Engineering and Applied Mechanics, McGill University, 617 Sherbrooke Street West, Montreal (Quebec), H3A 2K6.

■ **THE UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY** - The School of Manufacturing Engineering invites applications for tenure-stream positions at all ranks and in all areas of manufacturing and mechanical engineering. Successful candidates will be expected to conduct innovative research and to teach at the undergraduate and postgraduate levels in a collegial setting. Applicants should possess a PhD in a relevant engineering discipline (manufacturing, mechanical, mechatronics or industrial) and an excellent research, teaching and professional record. Candidates must be registered as professional engineers in Ontario, or be eligible for and committed to registration. Experience in curriculum and laboratory development and the engineering education process would be an asset. Successful candidates will be expected to work productively and creatively in a technology-enhanced mobile teaching and learning environment, in which every student and professor uses a laptop. The school offers a Bachelor of Engineering (Honours) in Manufacturing Engineering, and in 2004 plans to launch a Mechanics Engineering program (with options in mechatronics and energy engineering) as well as integrated programs in engineering and manufacturing. Strategic research directions for the school include manufacturing, the automotive industry and energy. The University of Ontario Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorities, Aboriginal Peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted until October 31, 2003. Successful candidates are found. All positions are subject to budgetary approval. Appli-

cants should submit in electronic format a covering letter indicating competition number UOIT03-15, a curriculum vitae including a list of publications, a statement of teaching interests, and a statement of research interests. Please note that a budget approval. For more information on the positions, call university or the school, please visit [www.uoit.ca](http://www.uoit.ca).

■ **THE UNIVERSITY OF VICTORIA** - The Department of Electrical and Computer Engineering is seeking outstanding candidates for a Tenure Track Research Chair and a Tenure Track Research Chair. Research areas in the Department include: advanced materials, communications and networking, computer architecture, control and robotics, digital signal processing, electromagnetics, embedded systems, high performance computing, intelligent systems, internet security and object technology, microwave integrated circuits, nanotechnology, optical systems and technology, power electronics, underwater acoustic systems, and wireless communications. The Department currently has twenty-five regular and emeritus faculty members, including one Fellow of the Royal Society of Canada, nine Fellows of the IEEE, five Fellows of the EIC, two NSERC Industrial Research Chairs, one Laureate Chair, and one CRC Tier 1 Chair. There are about 110 graduate students. The Department is located in Ontario's premier research location will complement existing research strength. The emphasis, however, will be on the excellence of the candidate and the research proposal rather than a particular area. In accordance with the goals of the Canada Research Chairs program, Tenure Track Chairs should have a proven research record whose peers acknowledge them as world leaders in their field. They should be, or have the qualifications to be, full professors or associate professors who are expected to be promoted to the full professor level within one or two years of the nomination. Tenure Track Chairs will be emerging researchers whose peers acknowledge them as having the potential to be world leaders in their field. They will normally be 10 years or less from the receipt of their PhD. The University of Victoria is situated in the City of Victoria, British Columbia, at the southeast tip of Vancouver Island. Founded in 1933, the University has developed a reputation for excellence in research, teaching and research. Victoria enjoys one of the most scenic locations in Canada and a pleasant climate year round. Applications should include a curriculum vitae, a statement of research objectives, a long-term research plan, the names, complete addresses, telephone and fax numbers, and email addresses of at least six referees. Applications should be sent as hard copy to: Department of Electrical and Computer Engineering, University of Victoria, P.O. Box 3055 STN CSC, Victoria, BC V8W 2Y2. Applications will be accepted until November 1, 2003. For more information about the Department, please visit [www.uvic.ca](http://www.uvic.ca). Information about the Canada Research Chairs Program can be found at [www.crc.gc.ca](http://www.crc.gc.ca). The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, and persons of visible minorities. The University of Victoria is a multicultural university with a diverse student body and a diverse faculty. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Victoria is committed to the principle of employment equity.

■ **THE UNIVERSITY OF WATERLOO** - The Department of Chemical Engineering invites applications for a tenure track position at the level of Assistant Professor. Applicants are invited from all excellent candidates in the area of electrochemical engineering with particular emphasis in fuel cells and electrochemical power sources or materials fabrication and characterization. The applicant is encouraged to participate in and provide input into the pollution research activities of the department. The applicant will assume a normal teaching load and will be expected to teach a broad range of undergraduate and graduate courses in chemical engineering. The successful candidate should be a member of Professional Engineers Ontario (PEO). The Department of Chemical Engineering has 28 faculty members with a strong research record and is interested in green power generation. The successful candidate is expected to work with the department's research group. The department has a total annual enrolment of 500 undergraduate and 100 graduate students. The scenic campus is part of the town of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is lauded highly for its excellent living conditions. More information on the department and university is available at <http://uwaterloo.ca>. Application consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, name and full contact information for three referees should be sent to: Professor J.A. Duerksen, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. All qualified candidates will be considered until the position is filled, which is expected to be by October 31, 2003. All qualified candidates are encouraged to apply; however, Canadians citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to availability of funds.

■ **THE UNIVERSITY OF WATERLOO** - The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The applicant will be expected to have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in surface hydrology, hydrogeology, geospatial information systems, remote sensing and data management. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Successful candidates are expected to have excellent communication skills and be able to teach undergraduate

and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. These appointments are subject to the availability of funds. Interested persons are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, telephone and fax numbers of at least three referees. Mail to: Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **THE UNIVERSITY OF WATERLOO** - The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in municipal and industrial waste water treatment, air quality, and environmental engineering. The successful candidate is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. This appointment is subject to the availability of funds. The successful candidate should be a full professor or associate professor who are expected to be promoted to the full professor level within one or two years of the nomination. Tenure Track Chairs will be emerging researchers whose peers acknowledge them as world leaders in their field. They should be, or have the qualifications to be, full professors or associate professors who are expected to be promoted to the full professor level within one or two years of the nomination. Tenure Track Chairs will be emerging researchers whose peers acknowledge them as having the potential to be world leaders in their field. They will normally be 10 years or less from the receipt of their PhD. The University of Victoria is situated in the City of Victoria, British Columbia, at the southeast tip of Vancouver Island. Founded in 1933, the University has developed a reputation for excellence in research, teaching and research. Victoria enjoys one of the most scenic locations in Canada and a pleasant climate year round. Applications should include a curriculum vitae, a statement of research objectives, a long-term research plan, the names, complete addresses, telephone and fax numbers, and email addresses of at least six referees. Applications should be sent as hard copy to: Department of Electrical and Computer Engineering, University of Victoria, P.O. Box 3055 STN CSC, Victoria, BC V8W 2Y2. Applications will be accepted until November 1, 2003. For more information about the Department, please visit [www.uvic.ca](http://www.uvic.ca). Information about the Canada Research Chairs Program can be found at <http://www.crc.gc.ca>. The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, and persons of visible minorities. The University of Victoria is a multicultural university with a diverse student body and a diverse faculty. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Victoria is committed to the principle of employment equity.

■ **THE UNIVERSITY OF WATERLOO** - The Department of Electrical and Computer Engineering invites applications for several tenure-track positions in the areas of: Designing of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership skills and a strong record of research accomplishments. Appointments will be made at the Full or Associate Professor level. The successful candidate should have their careers may be considered for appointment at the level of Assistant Professor. Highly qualified candidates may be considered for awards of E&OE Research Chairs. These chairs carry substantial research funds and are awarded for a period of five years, with the possibility of renewal. Applicants should have a research record in the area of Computer Engineering, Software Engineering, Electrical Engineering, Computer Engineering, or a related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineer is desirable. The successful candidate has more than 60 faculty members. The graduate programs attract outstanding students with particular emphasis on those with an enrolment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering, and Software Engineering which is offered jointly with the School of Computer Science draw students from across Canada. The Department offers an outstanding research environment with research laboratories in hardware design and verification, and other E&OE areas ranging from wireless communications to microelectromechanical systems. Research groups in research connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the university, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicant's accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three referees to: Professor Sherman Stein, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates will be considered to apply; however, Canadians citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. These appointments are subject to availability of funds.

■ **THE UNIVERSITY OF WATERLOO** - The Department of Mechanical Engineering invites applications for a tenure track position. In connection with its new Center for Intelligent Mechanisms and Materials Systems (IMMS), the successful applicant will have a research record in the design and development of a strong and independent research program in areas of interest to the Center. In particular in Smart Materials and/or MEMS. The successful candidate will also be expected to teach courses in the coop undergraduate program, and to make a major contribution to the graduate program in Mechanical Engineering, including development of new graduate courses and supervising graduate students. The University of Waterloo is committed to a significant thrust in Mechanical Engineering. This thrust includes the establishment of an undergraduate degree



## University of Saskatchewan Faculty Positions College of Nursing

In response to continued program expansion, the University of Saskatchewan College of Nursing invites applications for several tenure-track positions, starting July 1, 2004. It is anticipated that an Aboriginal individual will fill at least one of the positions. These positions will be based in each of Saskatoon, Regina, and Prince Albert.

### Qualifications

Ideal candidates will have a doctoral degree, with at least one degree in nursing, and must be eligible for nurse registration in Saskatchewan. Candidates without a doctoral degree are expected to complete the PhD prior to consideration of tenure. Preference will be given to candidates with a funded program of research/scholarship, a focus in Aboriginal health, rural health, or advanced nursing practice (particularly acute care), and to candidates with demonstrated potential for research and scholarship. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

### Academic Setting

The College of Nursing is one of six health science colleges at the University of Saskatchewan. This diversity offers unique opportunities for interdisciplinary research and practice. The College offers a four-year baccalaureate program, the Nursing Education Program of Saskatchewan (NEPS), in Saskatoon, Regina, and Prince Albert in collaboration with the Saskatchewan Institute of Applied Science & Technology and the First Nations University of Canada. The College also offers a baccalaureate program for diploma-prepared nurses and a master of nursing program. An advanced nursing practice program in mental health (MNP) is planned for 2004-05 and a PhD program is being planned for 2005-06. A successful recruitment and retention program serves Aboriginal students in nursing programs in the province. Links with four training initiatives facilitate scholarship in the college. These include the Institute for Aboriginal Health, the National Centre for Knowledge Transfer, the Indigenous Peoples Health Research Centre, and the Saskatchewan Population Health Evolution Research Unit. Areas of research focus include primary health care, rural/remote, Aboriginal, forensic, and mental health.

### Responsibilities

Faculty teach in the graduate and undergraduate programs and participate in scholarly work (research and/or professional practice). To view additional information on the College of Nursing, please visit our website at [www.usask.ca/nursing/](http://www.usask.ca/nursing/).

### Remuneration

Rank and salary will be commensurate with experience. There is an excellent benefits plan and research start-up support for new faculty. Some of these positions are subject to budgetary approval.

### Employment Equity

The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified women and men, including aboriginal people, persons with disabilities, and members of visible minorities. In the case of the College of Nursing, men and Aboriginal people are particularly encouraged to apply.

### How to Apply

Applicants are invited to send a curriculum vitae and the names of three referees to: Dr. M. Horsburgh, Dean, College of Nursing, University of Saskatchewan, A102 Health Sciences Building, 107 Wiggins Road, Saskatoon, SK, Canada, S7N 5E5. Closing date for applications is November 15, 2003.

## Tenure-Stream Positions in:



Schulich  
School of Business  
University of York  
[www.schulich.yorku.ca](http://www.schulich.yorku.ca)

- Accounting (2)
- Finance (2)
- Strategy (2)
- Organizational Behaviour/Industrial Relations (1)
- Marketing (1)
- Management Science (1)
- Anne & Max Tanenbaum Chair in Entrepreneurship and Family Enterprise
- General Management - CLA (1)
- Ethics & Law - CLA (1)

The Schulich School of Business at York University in Toronto, Canada, invites applications for tenure-stream openings commencing July 1, 2004.

### Preferred candidates will:

- be qualified to teach in PhD, Masters and Undergraduate programs
- possess a completed doctorate
- provide evidence of effective teaching
- have a commitment to scholarly research and publication

To apply please submit curriculum vitae, three letters of reference, examples of research and information on teaching performance to:

Dezso J. Horváth, Dean  
Schulich School of Business  
York University  
4700 Keele Street  
Toronto, Ontario  
Canada, M3J 1P3

Submissions will be accepted until positions are filled.

*Salary and benefits are competitive. This position is subject to budgetary approval. York University is an Affirmative Action employer. The Affirmative Action Program can be found on York's website [www.yorku.ca/careers](http://www.yorku.ca/careers) or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.*

# CARRIÈRES

program in Mechanical Engineering, and the establishment of a Tier 1 Canada Research Chair position in MEMS. Applicants must hold a PhD in mechanical electrical, computer or a related engineering discipline, and have relevant experience, potential or proven ability for excellence in research, teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario where appropriate. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and list of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Ontario, Canada N2L 3G1.

■ **THE UNIVERSITY OF WATERLOO** — An exciting and challenging opportunity exists for tenure-track positions in support of a research program in Mechanical Engineering. The University of Waterloo is committed to a significant thrust in Mechanical Engineering in the Department of Mechanical Engineering, including the establishment of an undergraduate degree program in Mechanical Engineering. As part of this thrust, a significant emphasis is placed on research in Canada Research Chair in Intelligent Mechanisms and Materials Systems has been created. The Department of Mechanical Engineering, University of Waterloo is seeking applications for a tenure-track position in Mechanical Engineering, or closely related disciplines. This search is part of an ongoing effort to launch the Mechanical Engineering program, which will include an increase in annual intake of 100 students. Candidates will be considered at all professional levels. Experience is desired in the modeling and design of electromechanical systems, sensors and instrumentation, intelligent systems, MEMS, smart materials, or related areas. However, candidates from other areas will also be considered. Duties will include teaching of undergraduate and graduate courses in the Co-operative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to Dr. G. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applicants are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Assistant, Associate, or Full Professor rank in the area of Solid Mechanics. This position is part of an initiative to establish a Canada Research Chair Program in Microjoining. Duties will include teaching undergraduate and graduate courses in a Co-operative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure-track position in the area of Solid Mechanics at the Assistant, Associate or Full Professor rank. Duties will include teaching undergraduate and graduate courses in a Co-operative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197.

abilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a prestigious Research Chair in Sheet Metal and Tube Forming. This position will be a Tier 1 Canada Research Chair, funded under the Canada Research Chair program (www.chair.gc.ca). The chair position is tenure track and the holder will be appointed within the Solid Mechanics Group at the Associate Professor or Professor rank. The chair holder will assume a leadership role within a rapidly expanding research group in the area of sheet and tube forming. Current industrial funded activities in this area include major programs, with funding of approximately \$3.1 million per annum, in the form of lightweight sheet materials, as well as tube hydroforming and bending for light weight automotive applications. The chair holder is expected to have international stature and expertise in the area of sheet and tube forming, in particular the plasticity and/or tribology aspects of these processes. In the near future, this research thrust will expand further to include an NSERC Industrial Chair, with associated senior and junior faculty positions, numerous post-doctoral fellows, research engineers, technicians and graduate students. The ability to attract further industrial funding will be valued greatly. The chair holder will supervise graduate students and undertake an active research program. The chair holder will have the opportunity to teach undergraduate and graduate courses within a Co-operative Education Program at a world-class university. Over the past ten years, Waterloo has held and currently holds the highest ranking research university in Canada. However, statistics, based upon an annual survey performed by a national news magazine, Applied Research, indicate that Waterloo is ranked 1st in the world in the area of research in the field of mechanical engineering. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Under Citizen and Immigration Canada rules, eligible applicants for Canada Research Chairs include Canadian citizens, permanent residents and persons from abroad. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure-track position at the Assistant, Associate, or Full Professor rank in the area of Solid Mechanics. This position is part of an initiative to establish a Canada Research Chair Program in Microjoining. Duties will include teaching undergraduate and graduate courses in a Co-operative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applicants are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure-track position in the area of Solid Mechanics at the Assistant, Associate or Full Professor rank. Duties will include teaching undergraduate and graduate courses in a Co-operative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197.

ing, Nano Materials, Aerospace, Controls, Vehicles, Thermofluids, and Industrial Engineering. Candidates should have a Bachelor's and a PhD degree in Mechanical or Industrial Engineering, with a strong commitment in Information Technology. The successful candidates are expected to provide strong leadership in their respective disciplines and conduct research. In addition to research duties, they will include teaching/developing undergraduate and graduate courses in one or more of the following programs: Computer, Electrical, Mechanical, Industrial, Software, Computer Science, the Faculty of Engineering and Computer Science. Industrial experience and knowledge of French will be considered assets. Membership in a professional association in the professional engineering association in Quebec or another Canadian province will be considered assets. GISE is the first academic research and teaching establishment of its kind in Canada. We are dedicated to multidisciplinary research and graduate training in information technology and its applications. We invite you to apply for tenure track, full-time positions at the Assistant or Associate Professor level at the Concordia Institute for Information Systems Engineering (GISE), an academic unit within the Faculty of Engineering and Computer Science. The appointments are expected to commence effective January 1st 2004. Applicants should send a curriculum vitae, a list of publications, a statement of research and teaching interests, four publications, as well as the names and addresses of four referees. Review of applications will continue until positions are filled. Applications should be sent as soon as possible to: Dr. Rachida Desouli, Professor & Director (GISE) Concordia Institute for Information Systems Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, (514) 848-2424 #4162, (514) 848-3171 (fax), e-mail: desouli@concordia.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **ENGLISH**  
■ **SIMON FRASER UNIVERSITY** — The Department of English invites applications for up to three (3) tenure-track appointments at the rank of Assistant Professor. Effective September 1, 2004, 1. Medieval English Literature, 2. English Literature of the 15th century with focus on Chaucer, 3. 20th Century British Literature, 1930-1980. Candidates must hold a PhD or be near completion. Preference will be given to candidates who demonstrate strengths in teaching and research. Applicants should submit a detailed letter of application, a curriculum vitae, a transcript, academic record, a sample of their scholarly writing, and ask three referees to send letters to Dr. Betty Scholtenberg, Chair, Department of English, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. The closing date for applications is October 31, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF VICTORIA** — The Department of English invites applications for a tenure track position in the field of Contemporary American fiction, with special interest in some combination of Native American and/or African-American and/or ethnic-American writers. The appointment, effective July 1, 2004, will be made at the rank of Assistant Professor. Candidates should hold a PhD or be close to completing a PhD; candidates should also be prepared to provide evidence of scholarly and teaching excellence or potential. Letters of application, CVs, including all university transcripts, writing sample, and confidential letters from three referees should be sent by October 15, 2003, to Professor Evelyn Cobley, Chair, Department of English, University of Victoria, P.O. Box 3070, Victoria, B.C., Canada V8W 3W1, (http://www.engl.uvic.ca/~email/english@uvic.ca). The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **ST. JEROME'S UNIVERSITY** in the University of Waterloo — The Department of English invites applications for a tenure track appointment at the rank of Assistant Professor, commencing July 1, 2004. The successful candidate will have a PhD in English with expertise in the literature of the Romantic period. St. Jerome's University is a public Roman Catholic university, fully federated with the University of Waterloo. As our mission focuses primarily (but not exclusively) on undergraduates, we emphasize both teaching and research. A successful candidate should be prepared to teach a variety of courses on, for example, the history of the English language, literature, and a spirit of collegiality belittling a multi-disciplinary environment. In addition to the graduate English program of the University of Waterloo are normally available to St. Jerome's faculty. Applications (from women and men who are familiar with and sympathetic to the traditions of the Roman Catholic faith) are encouraged. Interest in, and ability to contribute to, interdisciplinary programs is an asset. The minimum starting salary is (as of May 1, 2003) for an Assistant Professor is \$49,791. The closing date for applications is November 28, 2003. Applications must contain a detailed letter explaining your curriculum vitae, a statement of your teaching philosophy, a statement of your research interests (sent under separate cover by the referees or as part of your own school dossier). Please address applications to Dr. C.E. McGee, Chair, Department

of English, St. Jerome's University, 290 Westmount Road, North, Building #31, Waterloo, Ontario, Canada N2L 3G3. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. St. Jerome's University is committed to the principles of employment equity.

■ **THE UNIVERSITY OF VICTORIA** — The Department of English invites applications for a tenure track appointment at the rank of Assistant Professor, commencing July 1, 2004. The successful candidate will have a PhD in English with expertise in the literature of the Romantic period. St. Jerome's University is a public Roman Catholic university, fully federated with the University of Waterloo. As our mission focuses primarily (but not exclusively) on undergraduates, we emphasize both teaching and research. A successful candidate should be prepared to teach a variety of courses on, for example, the history of the English language, literature, and a spirit of collegiality belittling a multi-disciplinary environment. In addition to the graduate English program of the University of Waterloo are normally available to St. Jerome's faculty. Applications (from women and men who are familiar with and sympathetic to the traditions of the Roman Catholic faith) are encouraged. Interest in, and ability to contribute to, interdisciplinary programs is an asset. The minimum starting salary is (as of May 1, 2003) for an Assistant Professor is \$49,791. The closing date for applications is November 28, 2003. Applications must contain a detailed letter explaining your curriculum vitae, a statement of your teaching philosophy, a statement of your research interests (sent under separate cover by the referees or as part of your own school dossier). Please address applications to Dr. C.E. McGee, Chair, Department

of English, St. Jerome's University, 290 Westmount Road, North, Building #31, Waterloo, Ontario, Canada N2L 3G3. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. St. Jerome's University is committed to the principles of employment equity.

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This is an ongoing regular faculty position with an initial appointment for a period of three years with eligibility for reappointment for terms of four years. The position offers the full benefits of regular faculty appointments. The teaching assignment for this position is 9 one-term classes per year. The salary is set out in the salary policy for regular faculty members (over \$48,000) and will be appropriate to level of education and experience. Letters of application, CV, all university transcripts, a teaching dossier, and confidential letters from three referees should be sent by October 15, 2003 to Professor Evelyn Cobley, Chair,

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## College of Science & Management

### Chair, School of Business and School of Environmental Planning

The College of Science and Management invites applications for the position of Chair of the School of Business and the School of Environmental Planning. The two schools are administered as a unit, to deliver the Bachelor of Commerce degree and the Bachelor of Science major in Environmental Planning. The successful candidate will be responsible for the budget and direction of the schools within the College of Science and Management. The School of Business has the largest student enrolment of any Program at UNBC. The ideal candidate should possess a Ph.D. in a related field and be appointable at the rank of Full Professor. In addition, the successful candidate should possess skills in research, program development, academic administration, teamwork, and mentoring junior faculty. Candidates with other suitable credentials will be given serious consideration.

The University is seeking a dynamic and pro-active leader to achieve the potential of the Schools. Challenges for the Chair will include:

- Developing graduate programs;
- Developing liaisons with the business and professional communities;
- Recruiting faculty;
- Fostering research including interdisciplinary research;
- Promoting and building degree programs; and
- Participating in building research and endowment funds.

Prince George is centrally located in the picturesque setting of the British Columbia interior, and the lifestyle of the region features:

- A temperate climate;
- Affordable housing on greenbelts, lake or river fronts, acreages, and/or mountain views all within an easy commute to a spectacular university campus;
- Excellent schools and children's activities;
- All forms of exceptional summer and winter outdoor recreational activities, close by and in beautiful settings;
- A full range of cultural and social activities; and
- A friendly, considerate family community of 60,000 with a "can do attitude".

Please forward your curriculum vitae and the names and addresses of three referees (including telephone, fax, and email information) quoting competition #FASBEP23-03(B) to: Dr. Deborah Poff, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Please direct enquiries to: Dr. W. B. McGill, Dean of the College of Science and Management, at: mcgill@unbc.ca. Applications received on or before October 15, 2003 will receive full consideration; however applications will be accepted until the position is filled.

For more information, visit our Web site: [www.unbc.ca](http://www.unbc.ca)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

www.unbc.ca

McGill

Assistant Professor, Behavioral Neuroscience  
Department of Psychology

The Department of Psychology of McGill University seeks applicants for a tenure-track position at the Assistant or Junior Associate Professor level in Behavioral Neuroscience. Our current research interests within this broad domain are in the areas of vision, learning and memory, the psychopharmacology of reward and reinforcement, and the biological basis of pain. Applications in any area of Behavioral Neuroscience are welcome, but candidates with an interest in electrophysiological approaches are particularly encouraged to apply.

The Department has excellent facilities for interdisciplinary research through links with related academic departments and research units in the McGill University Health Centre including the Montreal Neurological Institute.

Consideration of applications will begin October 15, 2003 and continue until an appointment is made. Applicants should present evidence of the ability to establish a record of significant, externally funded research productivity. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to:

Chair, Behavioral Neuroscience  
Search Committee  
Department of Psychology  
McGill University  
1205 Dr. Penfield Avenue  
Montreal, Quebec, Canada H3A 1B1

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

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## CAREERS CAREERS

Department of English, University of Victoria, PO Box 3070, Victoria, B.C., Canada V8W 2Y2. Email: [enq@uvic.ca](mailto:enq@uvic.ca). The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **QUEEN'S UNIVERSITY** — The Department of English invites applications for a renewable (tenure-track) appointment at the assistant professor level from July 1, 2004, in Early Modern non-dramatic literature, including Milton. Qualifications for this position include completed PhD and evidence of excellence in teaching and research. Responsibilities include both undergraduate and graduate teaching. Salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Academic staff at Queen's University are governed by a collective agreement; the details of which are posted at <http://www.queensu.ca/qa>. Applicants should send a letter of interest and a short writing sample (no more than 5,000 words) typed on brief paper and should arrange for three letters of reference for a decision (from a university placement officer) to be sent to Professor Patricia

Rae, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6. Applications received after 21 November 2003 may not be considered.

■ **QUEEN'S UNIVERSITY** — The Department of English invites applications from qualified candidates who wish to be nominated for a faculty appointment in the Queen's National Scholar programme. Appointments under this programme will be determined through an interdepartmental competition; they are to enrich teaching and research in newly developing fields of knowledge as well as in traditional disciplines. The main criterion of interest to the selection committee is academic excellence (teaching and research). Preference will be given to scholars in the early or mid-career stages. Appointments under this programme will be either tenure-track or special short-term. A full application should include a CV, three letters of reference (or dossier), a brief statement of current and prospective research interests, a brief writing sample (no more than 5,000 words), and a statement regarding teaching experience or potential. Application materials and letters of reference should be sent to Dr. Patricia Rae, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6 by October 10, 2003. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Academic staff at Queen's University are governed by a collective agreement; the details of which are posted at <http://www.queensu.ca/qa>.

■ **THE UNIVERSITY OF ALBERTA** — The Department of English invites applications for One tenure track appointment at the rank of Assistant Professor in one of the following areas: Diasporic Literatures with a specialization in East Asian Writing in English; and Eighteenth-Century Literature (British, Secondary sources in Sexuality Studies, Humanities Computing or Hypertext, or Cultural Studies is especially welcome). Successful candidates will be expected to finish at the time of appointment, teaching experience, and publications. One tenure track appointment at the rank of Assistant Professor with a specialization in Creative Writing (Fiction). Applicants should have at minimum the M.A. or M.F.A. (or be close to finishing it at the time of appointment), teaching experience, and publications. Appointments commence July 1, 2004. Candidates should send the Chair a letter of application, complete curriculum vitae (with full contact information, including phone numbers and e-mail address), a writing sample (20 page maximum), copies of undergraduate and graduate transcripts, and the names of three referees. Candidates are responsible for ensuring that transcripts and letters of reference are sent directly to the Department. The closing date for applications is October 31, 2003. All application materials should be sent directly to Dr. James Mulvihill, Acting Chair, Department of English, University of Alberta, Edmonton, Alberta T6G 2E5, Canada. For information about the Department of English, please consult the department web page at <http://www.humanities.ualberta.ca/english/>. For information about the position, please contact the Chair James Mulvihill at [jmulvihill@ualberta.ca](mailto:jmulvihill@ualberta.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given

priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from women, persons with disabilities, and members of visible minorities, and Aboriginal persons.

■ **SAINT MARY'S UNIVERSITY** — The Department of English invites applications for a tenure track appointment at the Assistant Professor level in the field of Postcolonial Literature to begin July 1, 2004. We are looking for a scholar in world literature written in English with a specialization in completed PhD, demonstrated effectiveness in or potential for university teaching, and a demonstrated commitment to research as required qualifications. The successful candidate will bring a significant contribution to the University's academic excellence and commitment to international programs and activities. Visit our website at [www.smu.ca](http://www.smu.ca). Applicants must include a curriculum vitae, teaching experience, writing sample, and the names and contact information for three referees. Saint Mary's University is committed to the principle of employment equity. In accordance with Canadian immigration law, this advertisement is directed to Canadian citizens and permanent residents. The University is an equal opportunity employer. Please submit applications with an updated curriculum vitae to Dr. Elissa App, Chair, Department of English, Saint Mary's University, Halifax, N.S. B3H 3C3. Closing Date: October 15, 2003.

■ **UNIVERSITY OF BRITISH COLUMBIA** — Faculty of Arts & Science, has up to three tenure-track positions available, one in British Literature, one in Canadian Literature, and one in Creative Writing. Please see our full-page display at this site or visit us on the Web at <http://artsandscience.ubc.ca> by September 31, October 1, 2003.

■ **TRENT UNIVERSITY** — The Department of English at Trent University invites applications for a tenure-track position in the area of Postcolonial Literature, effective 1 July 2004, subject to budgetary approval. Trent University is a publicly funded, liberal arts and sciences university located in a pleasant setting in Peterborough, Ontario, approximately 125 km northeast of Toronto. The Department seeks candidates with a strong demonstrated ability in effective undergraduate teaching and research. We are committed to research and scholarship. The Department employs formal faculty, with a focus on small-group tutorials and a preferred teaching method. Please consult the Department website for further information on our programs, faculty, and activities: <http://www.trentu.ca/english>. The successful candidate will be versatile, able to teach in at least one area in Canadian Literature, British Literature, and be expected to participate in one of the Department's team-taught introductory-level courses. The position is at the rank of Assistant Professor, for which a PhD is required. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Trent University is an employment equity employer and especially invites applications from women, persons with disabilities, visible minorities, and disabled persons. Please send applications, including a curriculum vitae, teaching experience, writing sample, and a letter of reference, to Professor James Neufeld, Department of English, Trent University, Peterborough, Ontario, Canada K7H 7P4. Complete applications are due by October 17, 2003. Tel: 705 748-1733; Fax: 705 748-1723; Email: [neufeld@trentu.ca](mailto:neufeld@trentu.ca).

■ **YORK UNIVERSITY** — Toronto, Ontario. The Department of English, Faculty of Arts, seeks tenure-track Assistant Professors in three fields: Canadian, 19th-Century British Literature, Professional Writing. Details in full-page ad in this issue and at <http://www.yorku.ca/cadocs>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/cadocs> or a copy can be obtained by calling the Affirmative Action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

■ **YORK UNIVERSITY** — Applications are invited to the Ave Benoit Chair in Canadian Literature in the Department of English, Faculty of Arts at York University. The Chair is of open rank but is designed for a senior scholar who has achieved a position of eminence in Canadian literary studies. Details in display ad in this issue and at <http://www.yorku.ca/cadocs>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/cadocs> or a copy can be obtained by calling the Affirmative Action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of English invites applications for a tenure-track Assistant Professor in Postcolonial Literature. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. The position is subject to funding and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, an example of their published research, and a current CV containing full contact information and a clear indication of citizenship. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gerold Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications and reference letters must be received by 31 October 2003. Position start date: 1 July 2004. The UBC English Department includes 53 tenure-stream faculty, plus full-time seasonal and teaching assistants. It has a large and active Graduate Program in Literature, a large Major Program in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities: [www.english.ubc.ca](http://www.english.ubc.ca). The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority. Applications must identify citizenship and immigration status.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of English invites applications for a tenure-track Assistant Professor in Postcolonial Literature. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. The position is subject to funding and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, an example of their published research, and a current CV containing full contact information and a clear indication of citizenship. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gerold Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications and reference letters must be received by 31 October 2003. Position start date: 1 July 2004. The UBC English Department includes 53 tenure-stream faculty, plus full-time seasonal and teaching assistants. It has a large and active Graduate Program in Literature, a large Major Program in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities: [www.english.ubc.ca](http://www.english.ubc.ca). The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority. Applications must identify citizenship and immigration status.

■ **THE UNIVERSITY OF ALBERTA** — The Department of English, University of Alberta, invites applications for a tenure-track appointment at the rank of Assistant Professor with a specialization in Creative Writing (Fiction). Applicants should have at minimum the M.A. or M.F.A. (or be close to finishing it at the time of appointment), teaching experience, and publications. Appointments under this programme will be determined through an interdepartmental competition; they are to enrich teaching and research in newly developing fields of knowledge as well as in traditional disciplines. The main criterion of interest to the selection committee is academic excellence (teaching and research). Preference will be given to scholars in the early or mid-career stages. Appointments under this programme will be either tenure-track or special short-term. A full application should include a CV, three letters of reference (or dossier), a brief statement of current and prospective research interests, a brief writing sample (no more than 5,000 words), and a statement regarding teaching experience or potential. Application materials and letters of reference should be sent to Dr. Patricia Rae, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6 by October 10, 2003. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Academic staff at Queen's University are governed by a collective agreement; the details of which are posted at <http://www.queensu.ca/qa>.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of English invites applications for a tenure-track Assistant Professor in Victorian Literature. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. The position is subject to funding and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, an example of their published research, and a current CV containing full contact information and a clear indication of citizenship. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gerold Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications and reference letters must be received by 31 October 2003. Position start date: 1 July 2004. The UBC English Department includes 53 tenure-stream faculty, plus full-time seasonal and teaching assistants. It has a large and active Graduate Program in Literature, a large Major Program in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities: [www.english.ubc.ca](http://www.english.ubc.ca). The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority. Applications must identify citizenship and immigration status.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of English invites applications for a tenure-track Assistant Professor in Postcolonial Literature. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. The position is subject to funding and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, an example of their published research, and a current CV containing full contact information and a clear indication of citizenship. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gerold Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications and reference letters must be received by 31 October 2003. Position start date: 1 July 2004. The UBC English Department includes 53 tenure-stream faculty, plus full-time seasonal and teaching assistants. It has a large and active Graduate Program in Literature, a large Major Program in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities: [www.english.ubc.ca](http://www.english.ubc.ca). The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority. Applications must identify citizenship and immigration status.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of English invites applications for a tenure-track Assistant Professor in Postcolonial Literature. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. The position is subject to funding and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, an example of their published research, and a current CV containing full contact information and a clear indication of citizenship. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gerold Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications and reference letters must be received by 31 October 2003. Position start date: 1 July 2004. The UBC English Department includes 53 tenure-stream faculty, plus full-time seasonal and teaching assistants. It has a large and active Graduate Program in Literature, a large Major Program in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities: [www.english.ubc.ca](http://www.english.ubc.ca). The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority. Applications must identify citizenship and immigration status.

■ **THE UNIVERSITY OF WINNIPEG** — The Department of English invites applications for two positions: one in Canadian Literature, one in British Literature. The position in Canadian Literature will be effective July 1, 2004. Salary will be commensurate with qualifications and experience. A completed PhD and a demonstrated commitment to research and teaching are required. We seek candidates who will contribute to the strengths of the Department, which we understand to include teaching and an interest in critical and/or cultural studies. We are also interested in candidates who have experience and interest in developing and teaching online courses and/or in research. We seek candidates with specialization in one or more of the following areas: Creative Writing, Romanticism, and Post-1900 American and British Literature. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Please send an application, including a curriculum vitae, teaching dossier, and three letters of reference to Mark Fortner, Acting Chair, Department of English, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada R3B 2E9. The deadline is October 1, 2003. The Departmental Website can be consulted at <http://www.uwinnipeg.ca/>.

■ **MCMASTER UNIVERSITY** — The Department of English invites applications for a tenure-track Assistant Professor in the area of Romanticism. Secondary expertise in the area of Critical Theory and/or Postcolonial Studies is a desirable asset. The successful candidate will have a PhD and demonstrated excellence in teaching and research. Duties will include teaching and supervising undergraduate and graduate programs in English and in a new undergraduate program in Cultural Studies and Critical Theory. The start date for the appointment is July 1, 2004. The minimum salary for an Assistant Professor at that time will be \$59,649.00. The due date for applications is November 15, 2003. For further information on the Department of English see <http://www.mcmaster.ca/english/>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. McMaster University is strongly committed to employment equity within its



McGill

## Tomlinson Chair in Political Theory and Philosophy

As part of the Faculty of Arts commitment to continuing its historical strengths in the areas of political theory and philosophy, the Department of Political Science and the Department of Philosophy at McGill University invite applications for the Tomlinson Chair in Political Theory and Philosophy. This is an endowed chair at the rank of Full Professor.

Candidates for the Tomlinson Chair should be distinguished scholars with outstanding records of research, graduate teaching and supervision, and undergraduate teaching. The two departments are particularly interested in candidates with a desire to build a strong interdisciplinary program.

Applicants should include a curriculum vitae, examples of recent scholarship, and the names of three referees whom they may contact. The appointment is expected to begin August 1, 2004. The search committee will begin reviewing applications on September 30, 2003 and will continue to do so until a suitable candidate is found.

For more information about the Departments and University, visit our web site at <http://www.arts.mcgill.ca/programs/polsci/> or <http://www.arts.mcgill.ca/programs/phil/>.

Please forward letter of application and supporting materials to:

**Professor Mark Brawley, Chair**  
Department of Political Science  
or  
**Professor Phil Buckley, Chair**  
Department of Philosophy  
McGill University  
3605 University Street West  
Montreal, Quebec, Canada H3A 2T7

McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.

[www.mcgill.ca](http://www.mcgill.ca)

## UNIVERSITY OF WATERLOO

### TENURE-TRACK POSITIONS DEPARTMENT OF MANAGEMENT SCIENCES FACULTY OF ENGINEERING

The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for two tenure-track faculty positions at the Assistant or Associate Professor level in the areas of Managerial Economics/Technology Management, Behavioural Information Systems or Operations Research.

We are seeking individuals with a PhD who are committed to excellence in undergraduate and graduate teaching, development of a strong research agenda, and who are capable of graduate student supervision at the Master's and PhD level. Strong preference will be given to applicants with interdisciplinary interests, whose research is of particular relevance within an Engineering Faculty, and whose work is closely linked to areas of interest to students and other faculty in the Department. A complete description of the Department of Management Sciences and more information about these positions can be found in the department web site at <http://www.mansci.uwaterloo.ca/index.html>.

UW is a Canadian leader in research, and prides itself on close co-operation with industry through its co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities.

This appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience.

Applicants should submit their curriculum vitae, a copy of graduate transcripts, a statement of research and teaching interests, one or more published or unpublished papers, and the names of at least three references to:

Professor Elizabeth Jewkes, Chair, Department of Management Sciences  
University of Waterloo, Waterloo, Ontario, Canada N2L 3G1

Review of applications will begin by November 1, 2003, and applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native persons, and persons with disabilities.




BUILDING A TALENT TRUST



## CAREERS CARRIÈRES

# Faculty of Arts

## TENURE-TRACK POSITIONS



[www.yorku.ca](http://www.yorku.ca)

York University is continuing its multi-year initiative to appoint tenure-stream faculty members who are of the highest calibre, and who will enhance our international academic and research programs and further the University's commitment to excellence through diversity. York is located in Toronto, Canada's knowledge, trade and financial centre, and its gateway to the global community.

The Faculty of Arts at York University invites applications for **full-time** tenure-track positions at the rank of **Assistant Professor** in departments/divisions as indicated below.

Applicants are asked to send a letter of application, a current CV and requested supporting materials, by the deadline noted for each position, to the appropriate Chair, at:  
**Faculty of Arts, York University,  
 4700 Keele Street, Toronto,  
 Ontario, Canada, M3J 1P3.**

Applicants should also arrange for their confidential letters of recommendation to be sent directly to the Chair. The anticipated starting date for all positions is July 1, 2004 (subject to budgetary approval). All academic positions are posted on the York University website.

### Anthropology – Transnational Religion

Applications are invited for a position in **Transnational Religion, Religious Networks and Movements**, which may include the study of, or linkages between, diasporic religions, creolization/hybridization, ethnic/religious pluralism, fundamentalisms, spiritualisms, and globalization. Regional specialization is open. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publications. The position will normally include graduate teaching and supervision, as well as undergraduate teaching and research. A PhD, completed or near completion, is required. Deadline to apply: **November 15, 2003.**

Applications, including a statement of research and teaching interests, and teaching evaluations, should be sent to: Professor Naomi Adelson, Chair, Department of Anthropology. E-mail: [nadelson@yorku.ca](mailto:nadelson@yorku.ca). Tel: 416-736-5261. Fax: 416-736-5768.

### Economics (2 positions) – Macroeconomics; Applied Microeconomics; Labour Economics; Industrial Organization; International Trade; Public Economics; Economic Development; Financial Economics; Resources

Applications are invited for two positions. While outstanding candidates in any field may apply, we are particularly interested in candidates in the above areas. Candidates should have a PhD in economics (or expected in 2004) and show potential of becoming excellent teachers and nationally/internationally recognized scholars. Deadline to apply: **December 1, 2003.**

Applications, including recent research papers, should be sent to Hiring Committee, Department of Economics. E-mail: [hiring@dept.econ.yorku.ca](mailto:hiring@dept.econ.yorku.ca). Tel: 416-736-5083. Fax: 416-736-5987.

### English – Nineteenth-Century British Literature

A position is offered in **Nineteenth-Century British Literature**. The successful candidate will have particular expertise in the period between 1800 and 1860, will be at home working with both poetry and prose, and will have significant university teaching experience. A PhD, or equivalent, in English Literature with specialization in nineteenth-century British literature, and demonstrable excellence in both teaching and research are required. It is expected that the successful candidate will participate in our roster of large-lecture introductory courses, teach upper-year courses in her/his field of specialization, and, either immediately or very soon, contribute to the graduate program in English. Deadline to apply: **November 10, 2003.**

### English – Professional Writing

A position is offered in **Professional Writing**. The successful candidate will have particular expertise in periodical publication and print journalism. Additional expertise in one or more of visual design, ethics in professional writing, and workplace writing is a considerable asset. Professional experience in print journalism or publishing is highly desirable. A PhD, or equivalent, in rhetoric, professional writing, journalism or communications, and demonstrable excellence in both teaching and research are required. The successful candidate will be a key contributor in building our new program in Professional Writing. The candidate will be expected to step into a rotation for teaching a large second-year lecture course, to offer upper-year courses in areas of particular expertise, and, either immediately or very soon, to contribute to the graduate program in English. Deadline to apply: **November 10, 2003.**

### English – Postcolonial Literature

A position is offered in **Postcolonial Literature** with a specialization in **Caribbean Literatures in English**. The successful candidate will have demonstrable expertise in current Caribbean literatures and significant university teaching experience. Some expertise in diasporic and minority literatures in Canada and in postcolonial theory and critical race theory is a considerable asset. A PhD, or equivalent, in English Literature with specialization in postcolonial/Caribbean, and demonstrable excellence in both teaching and research are required. It is expected that the successful candidate will undertake immediately a large-lecture undergraduate course in Caribbean literature, will participate in the teaching rotation for a course in minority literatures in Canada, and, either immediately or very soon, contribute to the graduate program. Deadline to apply: **November 10, 2003.**

Applications, including a sample of the applicant's written work (no longer than 25 pages), should be sent to: Professor Kim Ian Michasiw, Chair, Department of English. E-mail: [michasiw@yorku.ca](mailto:michasiw@yorku.ca). Tel: 416-736-5166. Fax: 416-736-5412.

### French Studies – Quebec Literature

Applications are invited for a position in **Quebec Literature**. Candidates are expected to have a PhD in Quebec literature, an excellent research and publication record in this field, and a solid background in literary theory, preferably in the essay or in theatre. The successful candidate will have demonstrated the capacity to teach literature and language at the undergraduate level and in her/his specialty at the graduate level, and to be an effective team player. Deadline to apply: **November 30, 2003.**

Inquiries and applications, including a copy of recent scholarly publications and teaching evaluations, a description of their present research interests and a description of their teaching practice and philosophy (2-3 pages each, maximum), should be addressed to: Professor Raymond Mougeon, Chair, Department of French Studies, N723 Ross. Tel: 416-736-2100, ext. 77070. Fax: 416-736-5734. E-mail: [rmougeon@yorku.ca](mailto:rmougeon@yorku.ca)

# CAREERS CARRIÈRES

## French Studies – French as a Second Language

Applications are invited for a position in the teaching/acquisition of French as a Second Language. The successful candidate should have a publication record linked to a sound research program in the didactics (pedagogy) and acquisition (linguistic or psycholinguistic) of French as a Second Language, with a special focus on the assessment of Oral French, as well as demonstrated excellence in teaching a variety of language and linguistics courses. Familiarity with the Ontario school setting and the Ontario FSL curriculum would be an asset. The candidate will be expected to teach both language and linguistics courses, and to play an active role in the development of the departmental curriculum. It is also expected that the candidate will be able to contribute to the Master's program in French Studies, upon or soon after being hired. A PhD in Linguistics or in Education with specialization in FSL teaching/learning, and excellent mastery of spoken and written French are required. Deadline to apply: **November 15, 2003.**

Applications, including relevant résumés, should be sent to: Professor Raymond Mougion, Chair, Department of French Studies, E-mail: the chair: rmougion@yorku.ca or assistant to the chair: french1@yorku.ca Tel: 416-736-5086 Fax: 416-736-5734.

## Geography – Human Geography

For this position in Human Geography, we are seeking a geographer with interests in political ecology and/or social theories of nature. We welcome applications from candidates applying critical or feminist approaches to the environment or working with indigenous peoples. A PhD is required at the time of appointment. We seek an individual who will develop a vigorous research program, and is committed to high-quality undergraduate and graduate education. Additional information on the Department can be obtained at [www.yorku.ca/dept/geograph](http://www.yorku.ca/dept/geograph). Deadline to apply: **November 1, 2003.**

## Geography –

### Geography of International Development

For this position in Geography of International Development, we are seeking a human geographer applying critical and/or feminist approaches to economic and social change in an international development context. Preference will be given to candidates with ongoing research interests in Asia, Latin America or the Caribbean, which will allow them to link with existing research centres at York. A PhD is required at the time of appointment. We seek an individual who will develop a vigorous research program, and is committed to high-quality undergraduate and graduate education. Additional information on the Department can be obtained at [www.yorku.ca/dept/geograph](http://www.yorku.ca/dept/geograph). Deadline to apply: **November 1, 2003.**

Applications, including a statement of research interests and selected publications, should be sent to: Dr. John Radford, Chair, Department of Geography, Tel: 416-736-5107. Fax: 416-736-5988. Electronic applications will not be accepted.

## History – Canadian History: Pre-1900

Applications are invited for a position in Canadian History, with a specialization in Canadian History Pre-1900. A completed PhD in History, or equivalent, and an ongoing program of research in the area of specialization are required. Candidates are expected to demonstrate promise of excellence in teaching and in scholarly research and publication. The successful candidate must be suitable for prompt appointment to the Graduate Program in History. Deadline to apply: **September 22, 2003.**

## History –

### United States History: United States in the World

Applications are invited for a position in United States History, with a specialization in United States in the World. Approaches to the field may include social, cultural, economic, and/or gender history, as well as political history. Candidates are expected to demonstrate an ability to teach a course in the United States in the World, and to demonstrate promise of excellence in teaching and in scholarly research and publication. A completed PhD in History, or equivalent, and an ongoing program of research in the area of specialization are required. The successful candidate must be suitable for prompt appointment to the Graduate Program in History. Deadline to apply: **October 24, 2003.**

## History – Canadian History

Applications are invited for a position in Canadian History. The field of specialization is open but the successful candidate will demonstrate an ability to teach a wide range of courses in Canadian history at all levels. A completed PhD in History, or equivalent, and an ongoing program of research in the area of specialization are required. Candidates are expected to demonstrate promise of excellence in teaching and in scholarly research and publication. The successful candidate must be suitable for prompt appointment to the Graduate Program in History. Deadline to apply: **November 28, 2003.**

Applications, including a teaching dossier, should be sent by the deadline, to: Professor Marlene Shore, Chair, Department of History, E-mail: mshore@yorku.ca Tel: 416-736-5123. Fax: 416-736-5836.

## Humanities –

### Christian Origins/New Testament Literature

The Division of Humanities invites applications for a position in Christian Origins and New Testament Literature. We seek a candidate with a completed PhD at the time of appointment, evidence of a vigorous research agenda with scholarly interests in the Jewish, Greek, and Roman contexts of early Christianity, and promise of excellence in teaching. Other requirements include the ability to teach broad undergraduate courses in Christian Studies from an interdisciplinary perspective in the first- and second-year Foundations program, as well as ancient Greek language, and the potential to undertake graduate teaching and supervision. The successful candidate will join the Programs in Religious Studies and in Classical Studies within the interdisciplinary Division of Humanities, membership in the Centre for Jewish Studies is also possible. Deadline to apply: **October 31, 2003.**

## Humanities – children's Literature and Culture

The Division of Humanities invites applications for a position in Children's Literature and Culture. We seek candidates with a substantive record of interdisciplinary scholarship and teaching in this field. Expertise in the area of Fantasy would be desirable. We seek a candidate with a completed PhD at the time of appointment, evidence of a vigorous research agenda, and promise of excellence in teaching. Other requirements include the ability to teach broad undergraduate courses in children's literature and culture from an interdisciplinary perspective in the first- and second-year Foundations program and in upper-level courses, as well as the potential to undertake graduate teaching and supervision. Deadline to apply: **October 31, 2003.**

## Humanities – Modern European Culture

The Division of Humanities invites applications for a position in Modern European Culture. We welcome candidates with interdisciplinary scholarly and teaching expertise in nineteenth- or twentieth-century European culture. A completed PhD at the time of appointment, evidence of a vigorous research agenda, and promise of excellence in teaching are required. Other requirements include the ability to teach broad undergraduate courses in European culture from an interdisciplinary perspective in the first- and second-year Foundations program and in upper-level courses. The successful candidate will join the Program in European Studies within the interdisciplinary Division of Humanities, and must have the potential to undertake graduate teaching and supervision. The ability to contribute to the work of the Canadian Centre for German and European Studies is desirable. Deadline to apply: **October 31, 2003.**

Applications, including a sample of the applicant's written work (no longer than 20 pages), should be sent by the deadline, to: Professor Doug Heale, Division of Humanities, E-mail: dheale@yorku.ca Tel: 416-736-5158. Fax: 416-736-5460.

## Languages, Literatures and Linguistics – Italian

Applications are invited for a position in Italian. The primary emphasis of the position is on teaching Italian language and culture. A PhD in Italian, demonstrable experience teaching courses in Italian language and culture at the university level, the ability to teach courses in Italian literature or linguistics, in-depth knowledge of L2 pedagogy and expertise in CALL/TELL are required. The person appointed must have a current record of relevant publications and conference presentations. Publications in the areas of Italian language, culture, literature and/or linguistics will be considered. Native or near-native fluency in English and Italian is expected. Deadline to apply: **November 1, 2003.**

## Languages, Literatures and Linguistics – Linguistics

Applications are invited for a position in Linguistics. A PhD, strong research record, publications and demonstrated teaching ability are required. The primary area of specialization is syntax, with a secondary specialization in psycholinguistics or language acquisition. In addition to teaching courses in syntax and semantics, the successful candidate should be prepared to teach courses in psycholinguistics, language acquisition and introductory linguistics, and will be expected to teach in our graduate program in Theoretical and Applied Linguistics. Deadline to apply: **November 1, 2003.**

## Languages, Literatures and Linguistics – Spanish

Applications are invited for a position in Spanish. The primary emphasis of the position is on teaching Spanish language and Hispanic cultures. A PhD in Spanish, experience teaching courses in Spanish language and Hispanic cultures at the university level, and in-depth knowledge of L2 pedagogy are required. Experience in CALL/TELL is desirable. Ability to teach courses in Hispanic literatures in other areas of linguistics is an asset. The person appointed must have a current, relevant record of publications and conference presentations. Publications in the areas of Spanish language, linguistics, culture, or literature will be considered. Native or near-native fluency in English and Spanish is expected. Deadline to apply: **November 1, 2003.**

## Languages, Literatures and Linguistics – German

Applications are invited for a position in German. A PhD in German language and literature or a closely related field, experience in teaching German language courses at the university level, and the ability to teach courses in modern German literature and German Studies are required. Candidates must demonstrate scholarly contributions appropriate to the rank of assistant professor. It is expected that the appointed candidate will take a leading role in the administration of the language program and become involved in the work of the Canadian Centre for German and European Studies, housed at York. Native or near-native fluency in both German and English is required. Deadline to apply: **November 7, 2003.**

Applications, including the name, position, address, telephone number and e-mail of the referees, a statement of research and teaching interests, representative publications and teaching evaluations, should be sent by the deadline, to: Professor Nicholas Elson, Chair, Department of Languages, Literatures and Linguistics, E-mail: nelson@yorku.ca Tel: 416-736-5016 Fax: 416-736-5483.

## Mathematics and Statistics – Actuarial or Financial Mathematics

Applications are invited for a position in Actuarial or Financial Mathematics, or closely related areas. The successful candidate must have a PhD and the background to teach and advise students in the department's actuarial program, as well as a proven record of research excellence and superior teaching ability. Preference will be given to candidates who will contribute to existing areas of strength within the department. Deadline to apply: **January 5, 2004.**

## Mathematics and Statistics – Mathematical Analysis

Applications are invited for a position in Mathematical Analysis. The successful candidate must have a PhD and is expected to have a proven record of research excellence and superior teaching ability. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity. Deadline to apply: **January 5, 2004.**

## Mathematics and Statistics – Statistics

Applications are invited for a position in Statistics. The successful candidate must have a PhD, and is expected to have a proven record of research excellence and superior teaching ability. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity. Deadline to apply: **January 5, 2004.**

## Mathematics and Statistics – Computational or Industrial Mathematics

Applications are invited for a position in the areas of Computational or Industrial Mathematics. The successful candidate must have a PhD, and is expected to have a proven record of research excellence and superior teaching ability. Preference will be given to candidates who will contribute to existing areas of strength within the department. Deadline to apply: **January 5, 2004.**

## Mathematics and Statistics – NSERC University Faculty Award

Applications are invited for an NSERC University Faculty Award (UFA) in the areas of Actuarial or Financial Mathematics, Mathematical Analysis or Statistics. The successful candidate must have a PhD and is expected to have a proven record of research excellence, and superior teaching ability. For the Actuarial or Financial Mathematics area, the candidate must have the background to teach and advise students in the department's actuarial program, with preference being given to candidates who will contribute to existing areas of strength within the department. For the Analysis or Statistics area, preference will be given to candidates who can strengthen existing areas of present and ongoing research activity. The UFA program is directed to women and Aboriginal peoples. Deadline to apply: **September 22, 2003.**

Applications, ensuring that one of the three letters of recommendation addresses teaching, should be sent by the deadline, to: Actuarial Search Committee: DR Analysis Search Committee: DR Statistics Search Committee: DR Applied Mathematics Search Committee: DR UFA General Search Committee: Department of Mathematics and Statistics.

E-mail: actuarial.recruit@mailstat.yorku.ca  
OR analysis.recruit@mailstat.yorku.ca  
OR stats.recruit@mailstat.yorku.ca  
OR applied.recruit@mailstat.yorku.ca  
OR ufa-gen.recruit@mailstat.yorku.ca  
Fax: 416-736-5757. [www.math.yorku.ca/Hiring/](http://www.math.yorku.ca/Hiring/)

## Political Science –

### Canadian Politics: Public Policy and Administration or Democratic Governance

Applications are invited for a position in Canadian Politics, with a preference for a specialization in Public Policy and Administration or Democratic Governance. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Excellence in teaching should include an ability to respond pedagogically to York's diverse student body. A completed PhD is required. Deadline to apply: **September 30, 2003.**

## Political Science –

### Canadian Politics: Aboriginal Politics

Applications are invited for a position in Canadian Politics, with a specialization in Aboriginal Politics. The successful candidate is expected to teach required courses in Canadian politics at the undergraduate and graduate levels. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Excellence in teaching should include an ability to respond pedagogically to York's diverse student body. A completed PhD is required. Deadline to apply: **October 31, 2003.**

## Political Science –

### Women and Politics: Open Specialization

Applications are invited for a position in Women and Politics, with an open specialization. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Excellence in teaching should include an ability to respond pedagogically to York's diverse student body. A completed PhD is required. Deadline to apply: **October 31, 2003.**

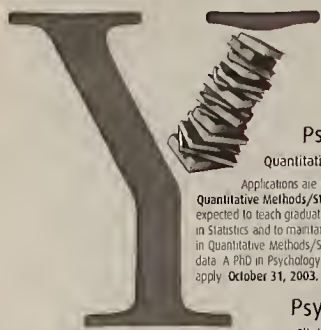
Applications, including appropriate samples of scholarship and teaching evaluations, should be sent by the deadline, to: Professor Isabella Bakker, Chair, Department of Political Science, E-mail: ibakker@yorku.ca Tel: 416-736-5265. Fax: 416-736-5686.

## Psychology –

### Clinical-Developmental Psychology

Applications are invited for a position in Clinical-Developmental Psychology. Candidates should have a promising publication record and program of research with a specialization in an area of disability, such as Learning Disabilities, Attention Deficit Hyperactivity Disorder, Head Injury, or Disruptive/Behavioral Disorders, and a Cognitive Developmental, Neuropsychological or Environmental perspective. Excellent candidates with specific interests in other areas, such as intervention, prevention, program evaluation, or other areas of child and adolescent psychology will also be considered. Graduate and undergraduate teaching and supervision in these areas will be expected. A PhD in Psychology, and eligibility for registration with the College of Psychologists of Ontario are required. An earlier start date is negotiable. Deadline to apply: **September 15, 2003.**

## CAREERS CARRIÈRES



### Psychology – Quantitative Methods/Statistics

Applications are invited for a position in **Quantitative Methods/Statistics**. Candidates will be expected to teach graduate and undergraduate courses in Statistics and to maintain an active research program in Quantitative Methods/Statistics for psychological data. A PhD in Psychology is required. Deadline to apply: **October 31, 2003.**

### Psychology – Clinical Psychology

Applications are invited for a position in **Clinical Psychology**. A PhD in Clinical Psychology, and eligibility for registration with the College of Psychologists of Ontario are required. Additionally, applicants should have a strong publication record and a promising program of research that focuses on, but is not limited to, psychotherapy process and outcome research. Knowledge of qualitative research methods, as well as background and interest in teaching assessment and psychodiagnostic courses at the graduate level, and counseling and/or abnormal psychology courses at the undergraduate level, would be an asset. Deadline to apply: **October 31, 2003.**

York's Department of Psychology is one of the largest in North America, and offers doctoral programs in a number of areas. Our clinical program is CPA- and APA-accredited, and its faculty are a diverse and dynamic group of scientist-practitioners. Applications, including relevant résumés, should be sent by the deadline, to Professor Esther Greenglass, Chair, Department of Psychology. E-mail: [esgreig@yorku.ca](mailto:esgreig@yorku.ca) Tel: 416-736-5116, Fax: 416-736-5814. Review of applications will continue until the positions are filled.

### Division of Social Science – Communication Studies (2 positions)

Applications are invited for **two positions in Communication Studies**. Applicants must have a PhD in Communication (or a related discipline) or an equivalent degree, and are expected to demonstrate the promise of excellence in research, publication and teaching, and an ability to teach in interdisciplinary programs. The successful candidate will contribute to the York Ryerson Graduate Program in Communication and Culture, and should have a substantive focus on at least one of the following areas (related to the study of communication and culture).

- 1) Organizational Communication,
- 2) Media Studies, Race and Ethnicity,
- 3) New Media, Politics and Policy, and
- 4) Non-Western/Developmental Communication.

Deadline to apply: **October 15, 2003.**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs) or a copy can be obtained by calling the affirmative action office at **416-736-5713**.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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### Division of Social Science – Business and Society

Applications are invited for a position in the critical interdisciplinary study of **Business and Society**. A PhD, or equivalent, is required. Applicants are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels, and must have a demonstrated record of critical, interdisciplinary scholarship and/or teaching experience in alternative economic forms and arrangements, as well as in at least one of the following areas: ethics, political theory or political economy. The successful candidate will be expected to teach a fourth-year seminar on Alternative Economic Forms and Arrangements as well as other courses in the field of Business and Society. The ability to teach a fourth-year course entitled Research in the Community would be an asset. Candidates should have a background in co-operative studies, ethics and/or political theory. Deadline to apply: **October 31, 2003.**

### Division of Social Science – International Development

Applications are invited for a position in the critical and interdisciplinary study of **International Development**. Applicants should have a PhD with a specialization in International Development, as well as research and work experience in the developing world, and are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Although area of specialization is open, the successful candidate will be able to teach courses that offer practical approaches to development planning and management. Familiarity with development research methodologies and assessment tools will be an asset. Applicants are invited to visit the Program's website at [www.arts.yorku.ca/ids/](http://www.arts.yorku.ca/ids/). Deadline to apply: **October 31, 2003.**

Applications, including a statement of teaching and research interests, appropriate samples of their scholarship and teaching evaluations, should be sent by the deadline, to: Dr. Mary-Louise Craven, Chair, Division of Social Science, 5756A Ross Building, E-mail: [mlc@yorku.ca](mailto:mlc@yorku.ca) Tel: 416-736-2100, ext. 77812, Fax: 416-736-5574.

### Joint Sociology/ Social Science – Law, Crime and Social Regulation/ Critical Criminology

The Department of Sociology and the Division of Social Science invite applications for a position which is intended to strengthen York's new interdisciplinary **Criminology Program** and the Department of Sociology's overlapping and related work in the **Sociology of Law, Crime and Social Regulation**. This appointment is joint between Sociology (60%) and the Criminology Program in the Division of Social Science (40%). The successful candidate should be prepared to teach undergraduate courses on policing, the court system, or corrections and alternative forms of justice. Candidates will hold a PhD in sociology

or a related discipline, show promise of excellence in research, publications and teaching in the Sociology of Law, Crime, and Social Regulation from a perspective of critical criminology, and demonstrate a strong commitment to undergraduate teaching within an interdisciplinary context. The Department of Sociology supports a curriculum in which the teaching of sociological theory and sociological methods play an important role. Candidates who also have experience and demonstrated strengths to teach theory and/or methods will be given preference. Potential to be appointed to the Faculty of Graduate Studies and teach in the Graduate Program in Sociology is also required. Applicants are invited to visit the Department of Sociology's website at [www.arts.yorku.ca/soc/](http://www.arts.yorku.ca/soc/) and the Criminology website at [www.arts.yorku.ca/soc/criminology/index.html](http://www.arts.yorku.ca/soc/criminology/index.html). Deadline to apply: **October 15, 2003.**

Applications, including a statement of teaching and research interests, up to three samples of written work and teaching evaluations, should be sent to: Professor Alan Simmons, Chair, Department of Sociology. E-mail: [asimmons@yorku.ca](mailto:asimmons@yorku.ca) Tel: 416-736-5015, Fax: 416-736-5730.

### Sociology – three positions

Applications are invited for **three positions** in the following areas:

- 1) **Race and Racialization** (preference will be given to candidates whose work has a Canadian focus);
- 2) **Critical Sexualities** (a solid grounding in feminist and queer theories is required);
- 3) **Economy and Society** (strength in the perspective of political economy and/or that of economic sociology is required).

All positions require a strong background, critical viewpoint, and empirical research agenda in the field in question. The Department of Sociology supports a curriculum in which the teaching of sociological theory and sociological methods plays an important role. Candidates who also have experience and demonstrated strengths to teach undergraduate theory and/or methods as well as in their substantive research specialty areas will be given preference. Candidates should have a completed PhD by September 1, 2004. Deadline to apply: **September 26, 2003.**

Applications, including up to three examples of your written work, should be sent to: Professor Alan Simmons, Chair, Department of Sociology. E-mail: [asimmons@yorku.ca](mailto:asimmons@yorku.ca) Tel: 416-736-5015, Fax: 416-736-5730. The Department of Sociology has taken further steps in its policy of affirmative action to include applications from lesbian, gay, bisexual and transgendered people. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these groups will be considered within the priorities of the affirmative action only if they self-identify.



## CARRIÈRES

## FRENCH

■ **THE UNIVERSITY OF VICTORIA** – The Department of French invites applications for a tenure-track appointment in French Medieval and/or Renaissance studies at the Assistant Professor level, beginning July 1, 2004. The Department seeks an active researcher with a PhD or equivalent, relevant publications, excellent teaching record, knowledge of Information Technology, proficiency in French and English. The successful candidate will teach language and literature courses at the graduate and undergraduate levels. Applicants are invited to consult the web page for information about the Department at <http://web.uvic.ca/french/>. Applications including a curriculum vitae, a statement of teaching and research interests, copies of major publications, and three confidential letters of reference should be sent by November 1, 2003 to Dr. Clive Gurn, Acting Chair, Department of French, University of Victoria, P.O. Box 3045 STN CSC, Victoria BC V8W 3P4, Canada. Tel: 250-721-7364. Fax: 250-721-8724. Email: [clive.gurn@uvic.ca](mailto:clive.gurn@uvic.ca). The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, and persons of Aboriginal peoples, people of all sexual orientations and genders, and all others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply, however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

■ **SIMON FRASER UNIVERSITY** – The Department of French invites applications for a Tenure-Track position at the rank of Assistant Professor, effective 1 September 2004. This position is subject to budgetary approval. Qualifications: completed PhD in French Canadian literature/French literature/French studies. Record of and demonstrated potential for excellence in research and scholarship publication. Total literacy in oral and written French and English. Preference will be given to candidates who at track appointment at the rank of Assistant Professor in the areas of French 19th century literature and in one or more of the following fields: French Canadian literature, French Canadian history, French Canadian culture, performance studies and language and discourse analysis. The successful candidate will have a PhD in a relevant discipline and will have demonstrated excellence in teaching and research. The successful candidate's duties will include: teaching, supervision, and committee responsibilities in both the French Department (60%) and the Communication Studies Program (40%). The French Department offers undergraduate and graduate degrees in French language, literature and culture. The Communication Studies Program offers an undergraduate degree in Communication Studies and plans to develop a graduate program. The successful candidate will be based in the Department of French. The starting date for the appointment is July 1, 2004. The successful candidate will be an Assistant Professor at that time will be CDN \$49,861. Applications, including curriculum vitae, transcripts, and three letters (25 pages maximum), and letters from three academic referees should be addressed to: Michael Gaudet, Department of French, Simon Fraser University, 1280 Main Street West, Hamilton, Ontario L8S 4M2, Canada. The due date for applications is November 15, 2003. For further information on the Department of French, see <http://www.humanities.mcmaster.ca/~french/>. For further information on the Communication Studies Program, see <http://www.humanities.mcmaster.ca/~cmst/>. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **MCILL UNIVERSITY** – Applications are invited for a tenure-track position at the Assistant Professor level in Development Geography, beginning June 1, 2004. Applicants must possess a PhD by that date, and have demonstrated excellence in research, teaching, and communication. The successful candidate should show a strong grasp of development issues related to any one or more of environment, economy and society. The successful candidate will be expected to teach undergraduate and graduate courses and develop a vigorous research program, embracing graduate student supervision. Excellent opportunities exist for collaboration within the Department and other units including the Centre for Developing Area Studies and the McGill School of Environment. Information on McGill and the Department of Geography can be found at [www.mcgill.ca/geog/](http://www.mcgill.ca/geog/). Salary will be commensurate with qualifications and experience. McGill University is committed to equity in employment. Applications are encouraged from qualified women and men, members of visible and non-visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Candidates should send their curriculum vitae, statements of teaching and research interests, any teaching evaluations, and up to three letters to the address below. Confidential letters of recommendation should be sent by the candidate's three referees to the same address. Consideration of applications will start on November 15, 2003 and continue until the position is filled. Dr. Gordon Ewing, Chair, Department of Geography, McGill University, 805 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 2K6, phone: 514 398-4122, fax: 514 398-7437, e-mail: [geog.mcgill.ca](mailto:geog.mcgill.ca).

■ **YORK UNIVERSITY** – The Faculty of Arts and Science has one tenure-track position available in the area of urban sustainable transport. Please send a full-page display ad in this issue or visit us on the web at <http://arts.yorku.ca>. ■ **YORK UNIVERSITY** – Toronto, Ontario. The Department of Geography, Faculty of Arts, seeks tenure-track Assistant Professors in two fields: Geography of International Development; Human Geography. Details in full-page ad in this issue and at <http://www.yorku.ca/academic>. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academic> or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. ■ **THE UNIVERSITY OF WINNIPEG** – The Department of Geography invites applications for a tenure-track Assistant Professor in the Natural Sciences and Engineering Research Council of Canada (NSERC). Candidates must be a Canadian citizen or permanent resident of Canada, on November 1, 2003, and be a woman or Aboriginal person. This position is commensurate with a tenure track Assistant Professorship. Individuals with expertise in all areas are

date is encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women. ■ **YORK UNIVERSITY** – Toronto, Ontario. The Department of French Studies, Faculty of Arts, seeks a tenure-track Assistant Professor in the teaching/qualification of French as a Second Language and a second tenure-track Assistant Professor in the area of Quebec Literature. Details in full-page ad in this issue and at <http://www.yorku.ca/academic>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academic> or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. ■ **THE UNIVERSITY OF WINDSOR** – The Department of French Studies, Faculty of Arts, seeks a tenure-track position in the area of French Linguistics or Ethnolinguistics, with specialization in Franco-Canadian literature and culture. The rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at <http://www.uwindsor.ca/facultypositions>. Contact Dr. Veronica Fazel, Chair, French Studies, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519-253-3000, Ext. 2092, Fax: 519-253-3648, Email: [vfazel@uwindsor.ca](mailto:vfazel@uwindsor.ca). For information on the University of Windsor or the City of Windsor contact Dr. Lawrence Dawich, Director, Faculty Recruitment at 877-665-6608 toll free or [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca).

## FRENCH &amp; COMMUNICATION STUDIES

■ **MCMASTER UNIVERSITY** – The Department of French and the Communication Studies Programme at McMaster University is seeking applications for a tenure-track appointment at the rank of Assistant Professor in the areas of French 19th century literature and in one or more of the following fields: French Canadian literature, French Canadian history, French Canadian culture, performance studies and language and discourse analysis. The successful candidate will have a PhD in a relevant discipline and will have demonstrated excellence in teaching and research. The successful candidate's duties will include: teaching, supervision, and committee responsibilities in both the French Department (60%) and the Communication Studies Program (40%). The French Department offers undergraduate and graduate degrees in French language, literature and culture. The Communication Studies Program offers an undergraduate degree in Communication Studies and plans to develop a graduate program. The successful candidate will be based in the Department of French. The starting date for the appointment is July 1, 2004. The successful candidate will be an Assistant Professor at that time will be CDN \$49,861. Applications, including curriculum vitae, transcripts, and three letters (25 pages maximum), and letters from three academic referees should be addressed to: Michael Gaudet, Department of French, Simon Fraser University, 1280 Main Street West, Hamilton, Ontario L8S 4M2, Canada. The due date for applications is November 15, 2003. For further information on the Department of French, see <http://www.humanities.mcmaster.ca/~french/>. For further information on the Communication Studies Program, see <http://www.humanities.mcmaster.ca/~cmst/>. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

## GEOGRAPHY

■ **MCILL UNIVERSITY** – Applications are invited for a tenure-track position at the Assistant Professor level in Development Geography, beginning June 1, 2004. Applicants must possess a PhD by that date, and have demonstrated excellence in research, teaching, and communication. The successful candidate should show a strong grasp of development issues related to any one or more of environment, economy and society. The successful candidate will be expected to teach undergraduate and graduate courses and develop a vigorous research program, embracing graduate student supervision. Excellent opportunities exist for collaboration within the Department and other units including the Centre for Developing Area Studies and the McGill School of Environment. Information on McGill and the Department of Geography can be found at [www.mcgill.ca/geog/](http://www.mcgill.ca/geog/). Salary will be commensurate with qualifications and experience. McGill University is committed to equity in employment. Applications are encouraged from qualified women and men, members of visible and non-visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Candidates should send their curriculum vitae, statements of teaching and research interests, any teaching evaluations, and up to three letters to the address below. Confidential letters of recommendation should be sent by the candidate's three referees to the same address. Consideration of applications will start on November 15, 2003 and continue until the position is filled. Dr. Gordon Ewing, Chair, Department of Geography, McGill University, 805 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 2K6, phone: 514 398-4122, fax: 514 398-7437, e-mail: [geog.mcgill.ca](mailto:geog.mcgill.ca).

date will be prepared to contribute to the Department's research and teaching expertise in the field of development, broadly defined. This position is a tenure-track appointment starting August 1, 2004. Applicants must have a PhD, or be near completion, and show clear promise of excellence in research and effectiveness in teaching. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Applicants should forward a curriculum vitae, statement of interest, and sample of research writing to Dr. Alex Clapp, Chair, Appointments Committee, Department of Geography, Simon Fraser University, Burnaby, British Columbia, Canada V5A 1S6. They should also arrange for three confidential letters of reference to be sent to the Department under separate cover. Consideration of applications will begin on October 1, 2003. For additional information see <http://www.sfu.ca/geography>. The position is subject to final budgetary approval.

■ **THE UNIVERSITY OF VICTORIA** – The Department of French Studies, Faculty of Arts, seeks a tenure-track position at the rank of Assistant Professor in the area of Geomatics. Appointment at the rank of Senior Instructor without tenure for an initial term of three years. Where a Senior Instructor meets the performance standard specified in the University of Victoria Financial Agreement, there is a formal expectation of ongoing 4-year term reappointments. Candidates must hold a minimum of a Master's degree in an appropriate field and have teaching experience at the post-secondary level. Preference will be given to candidates with a proven record of teaching effectiveness. The Department seeks to increase the diversity of its current faculty, diversity will be a factor in the selection process. Applicants should send a CV and a teaching dossier (or equivalent documentation that outlines the candidate's teaching experience and philosophy, and evidence of teaching effectiveness) to: Chair, Department of Geography, University of Victoria, Box 3065, Victoria B.C. Canada V8W 3P4, email: [chair@geog.uvic.ca](mailto:chair@geog.uvic.ca). Candidates should also supply names and complete addresses (fax and email) for three referees who may contribute to the expected appointment date of January 1, 2004. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply, however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Advertisement is in compliance with University of Victoria Employment Equity Plan (<http://web.uvic.ca/equity/>).

■ **MCILL UNIVERSITY** – Applications are invited for a tenure-track position at the Assistant Professor level in Development Geography, beginning June 1, 2004. Applicants must possess a PhD by that date, and have demonstrated excellence in research, teaching, and communication. The successful candidate should show a strong grasp of development issues related to any one or more of environment, economy and society. The successful candidate will be expected to teach undergraduate and graduate courses and develop a vigorous research program, embracing graduate student supervision. Excellent opportunities exist for collaboration within the Department and other units including the Centre for Developing Area Studies and the McGill School of Environment. Information on McGill and the Department of Geography can be found at [www.mcgill.ca/geog/](http://www.mcgill.ca/geog/). Salary will be commensurate with qualifications and experience. McGill University is committed to equity in employment. Applications are encouraged from qualified women and men, members of visible and non-visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Candidates should send their curriculum vitae, statements of teaching and research interests, any teaching evaluations, and up to three letters to the address below. Confidential letters of recommendation should be sent by the candidate's three referees to the same address. Consideration of applications will start on November 15, 2003 and continue until the position is filled. Dr. Gordon Ewing, Chair, Department of Geography, McGill University, 805 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 2K6, phone: 514 398-4122, fax: 514 398-7437, e-mail: [geog.mcgill.ca](mailto:geog.mcgill.ca).

■ **YORK UNIVERSITY** – The Faculty of Arts and Science has one tenure-track position available in the area of urban sustainable transport. Please send a full-page display ad in this issue or visit us on the web at <http://arts.yorku.ca>. ■ **YORK UNIVERSITY** – Toronto, Ontario. The Department of Geography, Faculty of Arts, seeks tenure-track Assistant Professors in two fields: Geography of International Development; Human Geography. Details in full-page ad in this issue and at <http://www.yorku.ca/academic>. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academic> or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. ■ **THE UNIVERSITY OF WINNIPEG** – The Department of Geography invites applications for a tenure-track Assistant Professor in the Natural Sciences and Engineering Research Council of Canada (NSERC). Candidates must be a Canadian citizen or permanent resident of Canada, on November 1, 2003, and be a woman or Aboriginal person. This position is commensurate with a tenure track Assistant Professorship. Individuals with expertise in all areas are

## Provost and Vice-Rector, Concordia University

Concordia University invites applications and nominations for the position of Provost and Vice-Rector Academic. One of Canada's fastest growing universities, Concordia is experiencing exciting, transformative changes with the successful recruitment of over 300 talented, full-time faculty appointments over a four year period. A \$350 million building program is in progress on both of Concordia's Montreal campuses including a new Science Pavilion on the west end campus, an Integrated Engineering, Computer Science and Visual Arts Complex and a new John Molson School of Business at the downtown campus.

Concordia University's academic programs are situated within four dynamic Faculties: Arts and Science, Engineering and Computer Science, Fine Arts, and the John Molson School of Business as well as a School of Graduate Studies. Over 30,000 undergraduate and graduate students are enrolled in degree and diploma programs, and an additional 9,000 registrants in continuing education programs. Several departments, in all Faculties, are competitive with the finest academic units in Canadian universities and many others have set ambitious goals suitable for a university with high expectations of itself.

The Provost, who reports to Concordia's Rector and Vice-Chancellor, is the University chief academic officer and provides leadership to the faculty deans, the dean of graduate studies and the university's academic support units, and assures the cooperation and collaboration of all Faculties in pursuit of the overall University academic plan. The Provost oversees, promotes and facilitates teaching and research excellence, and the ongoing review and renewal of academic programs.

The position offered will commence on June 1st 2004 at the conclusion of the two successful terms of the incumbent. The initial appointment is for five years, renewable for an additional five years, contingent upon a positive evaluation in the fourth year of the first term. Compensation is appropriate to the demands and responsibilities of the position. Concordia University hires on the basis of merit and is committed to employment equity.

The successful candidate will have strong leadership abilities, superior communication skills, integrity, dedication to the encouragement and attainment of academic excellence, a commitment to academic freedom, an understanding of students needs and aspirations, the ability to encourage collaboration and teamwork, and the achievement, or perseverance to achieve, suitable fluency in both English and French to effectively represent Concordia University in a bilingual Quebec environment.

The Advisory Search Committee will begin consideration of applications and nominations in October 2003. These can be forwarded in confidence to Ms. Enza DeCubellis, Secretary, Advisory Search Committee for Provost and Vice-Rector, Concordia University, 1455 De Maisonneuve Boulevard West, Room S-BC-215, Montreal, Quebec, Canada, H3G 1M8.



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Montreal, Quebec, Canada

## CHAIR, SCOTTISH STUDIES, COLLEGE OF ARTS

The College of Arts at the University of Guelph seeks candidates for a Chair in Scottish Studies to be part of its dynamic Scottish Studies programme. Now in its fifth decade, this interdisciplinary programme provides distinguished research and instruction to undergraduates and graduates from across North America. The University of Guelph is one of Canada's top rated universities and its library possesses the largest collection of Scottish written materials outside the United Kingdom.

The Chair of Scottish Studies will provide inspired leadership in scholarship and community outreach related to the history and culture of Scotland. The Chairholder will possess a demonstrated record of excellence in research, teaching, and service. The Chairholder will be expected to work creatively with other members of the Scottish Studies programme and to advance more general interest in the subject. Evidence of commitment to path breaking research, a strong record of graduate instruction, and a demonstrated ability to work with non-academic communities are prerequisites for the Chair.

This senior appointment will be made at the rank of full professor. The Chair will have reduced teaching responsibilities that will allow for greater concentration on research.

Located 90 kilometres west of Toronto, the University of Guelph is an acknowledged research leader within Canada and one of the country's most residential universities.

Applicants should send a letter with curriculum vitae and the names of 3 referees to Dr. Jacqueline Murray, Dean, College of Arts, University of Guelph, Guelph, Ontario, Canada N1G 2W1, Fax (519) 837-1315.

Deadline for receipt of applications is December 15, 2003 or until a suitable candidate is found.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

UNIVERSITY OF GUELPH

## CAREERS CARRIÈRES

encouraged to apply. Applicants should hold a PhD degree and preferably would have had postdoctoral experience. The successful candidate will be expected to teach courses in the atmospheric and earth sciences and to make other contributions to our teaching program. Although the University of Winnipeg is primarily an undergraduate university, the successful candidate will be expected to develop a strong program of research in her/his field of expertise. There are opportunities to supervise graduate students as an Adjunct Professor at the University of Manitoba. Subject to budgetary approval, this position will commence on July 1, 2004. The deadline for submission of applications is September 1, 2003. Interested applicants should send a curriculum vitae, a research proposal (NSERC format), a statement of teaching philosophy, and arrange for three letters of reference to be forwarded to: Dr. Danny Blair, Chair, Department of Geography, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Details about the NSERC UAW program are available at [http://www.nserc.ca/guide/sf3g\\_e.htm](http://www.nserc.ca/guide/sf3g_e.htm).

## GEOGRAPHY &amp; ENVIRONMENTAL STUDIES

**CARLETON UNIVERSITY** — The Department of Geography and Environmental Studies seeks applicants for a tenure-track position at the Assistant Professor level beginning July 1, 2004. The appointment is subject to budgetary approval. The position is associated with the award of an NSERC Senior Research Chair to Dr. C.R. Burn. The research area of the position will be Northern Physical Geography. Preference will be given to applicants demonstrating research and teaching interests in the physical environment of Arctic or Subarctic Canada. Candidates should be able to teach undergraduate courses in microclimate and physical hydrology. Candidates will be expected to develop an externally funded field research program in northern Canada. Some support from the Research Chair will be available for graduate students supervised by the successful candidate. The Department espouses an integrative approach in addressing environmental problems, recognizing a need for

awareness of both physical and social science aspects of these issues. PhD or MSc holders with 12 months of postdoctoral experience are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Inquiries regarding the position may be directed to Dr. Chris Burn ([cburn@carleton.ca](mailto:cburn@carleton.ca)) after September 1, 2003. Applications should include a letter describing research interests and teaching experience, a curriculum vitae, the names and addresses of three referees, and up to three reprints. The deadline for applications is October 15th, 2003. Dr. C.R. Burn, Chair, Search Committee, Department of Geography and Environmental Studies, Carleton University, 1125 Colonel By Ave., Ottawa ON K1S 5B6, Canada. The Department has well-established interests in Geography, and hosts the Geocyclical Research Laboratory, a joint Carleton/University-Geological Survey of Canada

facility. The Department seeks to complement the expertise of its permanent geoscientists and a recent appointment in biophysical aspects of the northern environment.

## GERMAN

**DAHOUSE UNIVERSITY** — The Department of German at Dalhousie University invites applications for a full-time tenure stream appointment, at the Lecturer or Assistant Professor level, from July 1, 2004. The appointment will be within the area of German literature and thought. The area of specialization is open. The successful candidate will be expected to teach at the undergraduate and master's levels ranging from introductory language and literature seminars to supervising theses at the Master's level. For more information about the department, please consult our web page at: [www.dal.ca/~german/german.html](http://www.dal.ca/~german/german.html). Preference will be given to a candidate with a PhD or a PhD in hand, native or near-native fluency in German, some university level teaching experience and a publication record. Please send a letter of application, complete and updated curriculum vitae and three letters of professional recommendation by October 15, 2003 to: The Chair, Appointments Committee, Department of German, Dalhousie University, 6335 University Avenue, Halifax, Nova Scotia, Canada B3H 4P9. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

## GERMAN &amp; SPANISH

**THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in Spanish and German with expertise in the area of applied linguistics in the Department of Languages, Literatures, and Culture at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit [www.uwindsor.ca/facultysearch](http://www.uwindsor.ca/facultysearch). Contact: Dr. Dietmar Lege, Head, Languages, Literatures, and Culture, University of Windsor, Windsor, Ontario, N9B 3P4, Tel: 519-253-3000, Ext. 2873; Fax: 519-971-3648; e-mail: [lege@uwindor.ca](mailto:lege@uwindor.ca). For information on the University of Windsor or the City of Windsor, contact: Dr. Janice Oaklich, Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruit@uwindor.ca](mailto:recruit@uwindor.ca).

## GERMANIC &amp; SLAVIC STUDIES

**THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a tenure-track appointment at the Assistant Professor level, beginning September 1, 2004. In keeping with the strengths of the University of Waterloo, the department is seeking a researcher and teacher to contribute to the department's focus areas: undergraduate language and culture studies and graduate studies in critical studies and applied linguistics. The successful applicant must be a native or near-native speaker of German, hold a PhD or equivalent (by date of appointment) with a specialization in any area of applied linguistics and humanities computing, a dedicated teacher at the undergraduate and graduate levels, and a strong commitment to research, with an interest in interdisciplinary humanities computing research. Knowledge of Russian and ability to work in Slavic languages is a definite asset. Applications should include a Curriculum Vitae, evidence of teaching accomplishment, and at least one sample of recent research work. Confidential letters should be sent to the Chair of the Department of Germanic and Slavic Studies, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Tel: 519-888-4567, ext. 2426; Fax: 519-745-5243; e-mail: [karapik@uwaterloo.ca](mailto:karapik@uwaterloo.ca). Qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal peoples, and persons with disabilities. Salary range is commensurate with qualifications and experience. This appointment is subject to the availability of funds. Further details about the department and its mission at <http://germanicsandslavic.uwaterloo.ca>.

## GERONTOLOGY

**MCMASTER UNIVERSITY** — The Professorial and Associate Professorial positions in the Department of Sociology at McMaster University invite applications for a full-time tenure-track position at the rank of Assistant Professor commencing July 1, 2004. The appointment will be held jointly in Gerontology Studies, an interdisciplinary undergraduate degree programme with a commitment to innovative teaching methods such as inquiry, problem based and experiential learning, and in Sociology, a

research-oriented department with an advanced graduate programme in the field. Information on the Gerontology Studies Program and the Department of Sociology can be found on the Internet at <http://www.mcmaster.ca>. The successful candidate will have a PhD in Sociology or a related field, with a strong background in teaching and research. Preference will be given to candidates whose research interests are in the area of the family. Candidates socialization will complement the Department of Sociology's strengths in its core areas of Individual and Society, Occupation and Organizations and Social Inequality. He or she will be expected to carry out an independent interdisciplinary research programme in aging and the family yielding significant peer-reviewed sociological publications; to compete successfully for external funding to support the research programme; teach effectively in undergraduate lecture, inquiry and seminar courses in gerontology and sociology; and engage in the teaching and supervision of master's and doctoral students in the Department of Sociology. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal peoples, members of sexual minorities, and persons with disabilities. Applications including a curriculum vitae, a representative sample of academic writing and three letters of reference should be sent to: McMaster University, Gerontology Studies, McMaster University, Hamilton, ON L8S 4M4 or Dr. Vic Sulewicz, Chair, Department of Sociology, McMaster University, Hamilton, ON L8S 4M4. The closing date for applications is October 31, 2003.

## HEALTH INFORMATICS

**THE UNIVERSITY OF VICTORIA** — Applications are invited for a regular tenure track position at the Assistant Professor level. Applicants in all areas of health informatics will be considered. Research is highly valued in three streams: technology for ICT design and deployment, clinical informatics, and health care management and analysis such as case costing. Responsibilities will include teaching at the undergraduate and graduate levels, supervising graduate students and research. Applicants should possess a PhD in Health Informatics, information science, or a closely related field. Professional doctorates (e.g. M.D., Sc.D. or O.D.) with training in health informatics will also be considered. A strong commitment to teaching and mentoring is essential. Evidence of the beginning development of a program of research is highly desirable. The School currently has four faculty members and one Professor who holds a full time research content award from the Michael Smith Foundation. The School offers a four-year undergraduate program with three co-operative work placements. Beginning in the Fall of 2003 we will also be offering a Combined Master's Program in Computer Science and Health Information Science. A formal MSc Informatics program has been approved for commencement in Fall 2003. Proposals are being developed for master's and PhD programs to be offered in collaboration with a number of other Canadian universities. Detailed information about the School of Health Information Science can be found on our website at <http://hinf.uvic.ca>. Applications accompanied by a Curriculum Vitae, the names of three referees, references, and evidence of scholarly and teaching excellence should be directed as soon as possible to the Director, School of Health Information Science, University of Victoria, PO Box 3050 STN CSC Victoria, BC V8W 3P5. Close deadline August 20, 2003. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, and people of all sexual orientations and genders, and others who may contribute to the further diversification of the faculty. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

## HEALTH SCIENCES

**THE UNIVERSITY OF WESTERN ONTARIO** — Applications and nominations are invited for the position of Dean, Faculty of Health Sciences, The University of Western Ontario. The appointment will be effective 1 July 2004, for a period of five years, renewable. Candidates should have a strong record of accomplishment in research and teaching, and in academic administration, including a demonstrated commitment to Faculty distinguished in scholarship, teaching and professional education. The next Dean must possess the following administrative and interpersonal skills to lead the continuing development of the academic programs, research and create a healthy and vibrant Faculty. The University of Western Ontario has a total enrolment of over 25,000 full-time equivalent students in graduate, undergraduate and postgraduate programs. The Faculty of Health Sciences is a large, diverse and vibrant Faculty, active in undergraduate and graduate teaching, as well as research. Established in 1997, the Faculty brought together the Schools of Health Sciences, Schools of Nursing, Communication Sciences and Disorders, Occupational Therapy, Physical Therapy, and Kinesiology, including Sports and Recreation programs. It is also home to a newly developed undergraduate program in Health Sciences. There are approximately 100 faculty members; enrolments in 2001-2002 were: 2,638 undergraduates, 242 Masters, and 45 Doctoral students. The University of Western Ontario expects to begin its review of candidates in October 2003. Additional candidates are invited to be considered after November 1, 2003. Nominations and applications should be submitted to: Dr. Greg Moran, Provost and Vice-President (Academic), Room 115, Stevens Tower Building, The University of Western Ontario, London, Ontario, N6A 5B8, Telephone (519) 661-

Faculty of Arts  
Avie Bennett Historica Chair in Canadian Literature

Applications are invited for the Avie Bennett Historica Chair in Canadian literature within the Department of English, Faculty of Arts at York University. The Chair is of open rank, but is designed for a senior scholar who has already achieved a position of eminence in Canadian literary studies. The position is to begin July 1, 2004, subject to budgetary approval.

The ideal candidate will combine an expertise in contemporary Anglophone Canadian literature with great fluency across the historical range of English Canadian writing. Some capacity to engage with francophone Canadian texts is a considerable asset. The successful candidate will have at least ten years of university teaching experience, and published extensively and influentially. She/he will also have an established capacity to contribute to discussions of Canadian literature outside the university. It is expected that the successful candidate will contribute immediately, both to undergraduate and graduate teaching, in his/her areas of expertise.

www.yorku.ca



Most years the Chair would teach one full course equivalent at each level.

Salary will depend on qualifications and experience. A letter of application, curriculum vitae, three confidential letters of recommendation and a sample of the applicant's written work (no longer than 25 pp) should reach the Chair by November 10, 2003, at: Professor Kim Ian Michasiw, Chair, Department of English, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Tel: 416-736-5166. Fax: 416-736-5412. E-mail: [michasiw@yorku.ca](mailto:michasiw@yorku.ca).

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's Web site at <http://www.yorku.ca/acadabols>, or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



redefine THE POSSIBLE

Laurentian Laurentienne

Director  
School of Education

Laurentian University is located in Sudbury, Ontario, a community noted for the quality of its cultural and recreational facilities, the friendliness of its people and its natural outdoor beauty. In January, 2003, the Laurentian University Senate approved an English-Language four-year concurrent Bachelor of Education programme at the primary-junior and junior-intermediate levels and accreditation by the Ontario College of Teachers followed in April, 2003. The programme will be phased in over four years, starting in September, 2003. This innovative, inquiry-based teacher education programme will foster the development of a new generation of committed and competent educators who will behave in such a way as to bring honour and dignity to the profession, regard as their first duty the effective education of their pupils and strive for a high level of professional competence in their teaching.

Laurentian University invites applications for a tenure-track Director of this newly-established programme. The responsibilities will include leadership in the coordination of programme activities, recommending the hiring of staff and faculty, developing policies and procedures, conducting community outreach and public relations, advising teacher candidates, recommending workload for faculty members, developing annual budgets, establishing library and technological resource materials and ensuring that all facilities are in place for the final year of the programme, scheduled for 2006-2007.

Applicants will have an earned doctorate in education, or a related field, and an interest in active research and publication, as well as successful teaching experience in elementary or secondary school. Knowledge and experience in the field of adult education and an administrative background are also required. Membership, or eligibility for membership, in the Ontario College of Teachers is an asset.

In accordance with the University's policy on Bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure.

Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

Deadline for applications is December 1, 2003 or until suitable candidates are short-listed.

For further information and to submit a curriculum vitae, please contact: Dr. Anne-Marie Mahwinie, Dean, Faculty of Professional Schools, Laurentian University, Ramsey Lake Road, Sudbury, Ontario P3E 2C6 (Attention: Dr. Patricia Falter, Consulting Director).

## College of Arts, Social &amp; Health Sciences

## Chair, Community Health Program

The University of Northern British Columbia invites applications for the position of Chair of the Community Health Program in the College of Arts, Social & Health Sciences. The College is one of two at the University and includes a set of programs that focus on people, health, culture, and values. The College enjoys close working relationships with the various communities of Northern British Columbia, including First Nations in the north.

The Community Health Program is central to the mandate of the College and to a group of Programs interested in the social basis of health, public health, and rural and remote health. The Program's Master's degree has been in place since the university opened in 1994, and has developed close connections with professional degree programs in Nursing, Social Work, Psychology, First Nations Studies, and Education. In addition, Community Health is expected to play an important role in the University's northern research

strategy, new Bachelor of Health Sciences degree, and joint collaborative Northern Medical Program with the University of British Columbia and University of Victoria. The Chair will provide leadership to the Program in teaching and research.

The successful candidate for this position will have a doctoral degree, or equivalent (e.g. M.D. combined with an M.Sc. or M.P.H.) in Community Health, Public Health or related field. The successful candidate will also be a published scholar appointable at the rank of Associate or Full Professor. Previous administrative experience is highly desirable and experience working with diverse communities in the health area is essential. Also, candidates should have teaching experience in one or more of the following areas: public health, health policy, health promotion, health economics, occupational health, First Nations health, epidemiology or biostatistics.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting competition #FAC021-03(B) to: Dr. Deborah Pohl, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to: Dr. Ken Pikechil, Telephone: (250) 960-5633; E-mail: [kmpike@unbc.ca](mailto:kmpike@unbc.ca); or Fax: (250) 960-5744. Applications received on or before October 15, 2003 will receive full consideration; however applications will be accepted until the position is filled.

For more information, visit our Web site: [www.unbc.ca](http://www.unbc.ca)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

www.UNBC.ca

# CAREERS CARRIÈRES

3110; fax (519) 661-3676. Applications should include a curriculum vitae and the names of at least three referees. For additional information in regard to the Faculty please visit its web site at: <http://www.uwo.ca/fhs/>. The University of Western Ontario is committed to providing equality and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY** — The School of Health Science invites applications for tenure-stream positions at a rank. These positions will start at an annually agreeable time but no later than July 2004. The first program offered by this school is the Bachelor of Science in Nursing (Honours). The initial research focus is on community health issues including hospitals, public health organizations and social service agencies. The successful candidates will be expected to conduct active and innovative research programs and to teach at the undergraduate and graduate level. Applicants should possess a PhD in nursing or a related health discipline, a robust research and publication record, university teaching experience and be able to start by July 2004, with the College of Nurses of Ontario. Successful candidates are expected to work with community partners to develop a research program between the School of Health Science and the health and social services sectors in Durham Region. The University of Ontario Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorities, Aboriginal Peoples and persons with disabilities. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Applications will be accepted until October 31, 2003 or until suitable candidates are found; all positions are subject to budgetary approval. Applicants should submit in electronic form a covering letter indicating the competition number UOIT03-12, a curriculum vitae including a list of publications, a statement of teaching interests, an outline of their present research program and a brief future research plan, and a list of at least three referees to [careers@uoi.ca](mailto:careers@uoi.ca).

## HEALTH STUDIES & GERONTOLOGY

■ **THE UNIVERSITY OF WATERLOO** — The Department of Health Studies and Gerontology has available a tenure-track position for a Behavioural and Population Health. The Department has a multidisciplinary perspective that spans the biological and socio-behavioural dimensions of health promotion research. Candidates with a wide variety of backgrounds (including psychology, sociology, geography, health promotion, aging, social or behavioural epidemiology, social marketing, and anthropology) are encouraged to apply. Anticipated start date is July 1, 2004, but an earlier appointment is possible. Department members have established strong, well-funded research programs with many collaborative opportunities and linkages with all levels of government and the national and international research community. The Department is affiliated with several large research centres — all housed in the Faculty of Applied Health Sciences. These include the Health Behaviour Research Group (HBR), the Resident Assessment Instrument Health Informatics Project (RAI-HIP), the Centre for Behavioural Research and Program Evaluation (CBRPE) and its national Socio-behavioural Cancer Research Network funded by the Canadian Cancer Society/National Cancer Institute of Canada, and the Kenneth G. Murray Alzheimer Research and Education Program (MAREP). There are also close links to the new university-wide Institute for Health Informatics Research. The university is at the hub of Canada's Technology Triangle, which provides a diverse range of educational, cultural, recreational, and business opportunities to local residents. Applicants must have a PhD or equivalent and a commitment to both funded research and teaching excellence. An appointment at the rank of Assistant to Associate Professor or an assistant. Send Curriculum Vitae (including a statement of teaching and research interests) accompanied by two research articles and three letters of reference by November 15, 2003 to Dr. Stephen McColl, Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada (<http://www.uwaterloo.ca/hsg/>). This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply, however Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

## HISTOIRE

■ **L'UNIVERSITÉ D'OTTAWA** — Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence en histoire des États-Unis avant 1877. Entrée en fonction le 1er juillet 2004. Exigences: la préférence sera accordée aux candidats qui possèdent un doctorat, des publications et de l'expérience en enseignement. Le candidat devra enseigner en français des son embauche. L'aptitude à enseigner en anglais et en français est une condition exigée pour obtenir la permanence. Rang professeur adjoint. Salaire selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secrétaire du Comité de sélection (États-Unis), Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5, Canada. Date limite pour soumettre sa candidature: le 1er décembre 2003. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre d'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi.

■ **L'UNIVERSITÉ MCGILL** — Le Département d'histoire est à la recherche de candidats pour combler un poste de professeur adjoint d'histoire du Québec menant à la permanence, à compter du 1er septembre 2004. Une spécialisation en recherche du X<sup>e</sup> siècle sera privilégiée.

Les candidats doivent être titulaires d'un doctorat et s'engager à exceller dans l'enseignement et la recherche érudite. Les candidats doivent être en mesure de donner des cours de premier et de second cycles, ils doivent faire parvenir une lettre de demande d'emploi, un curriculum vitae, un énoncé d'une page de leur philosophie d'enseignement ainsi que trois lettres de référence confidentielles à M. Brian Lewis, directeur, Département d'histoire, Université McGill, 855, rue Sherbrooke Ouest, Montréal (Québec) H3A 2T7 Canada. La date limite pour poser sa candidature est le 15 octobre 2003. Toutes les personnes qualifiées sont invitées à poser leur candidature, toutefois, la priorité sera accordée aux citoyens canadiens et aux immigrants récents. L'Université McGill soutient l'équité en matière d'emploi. L'anglais est la langue d'enseignement à McGill.

## HISTOIRE

■ **SIMON FRASER UNIVERSITY** — The Department of History invites applications for a tenure track appointment in the field of 19th and 20th Century Russia/Soviet Union, with a specialization in political history. Candidates would be additional interests in Eastern Europe, the Balkans, or the Middle East. The position will begin in September, 2004. The appointment will be made at the Assistant

Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. An ability to teach World History at the undergraduate level will be an asset. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is Friday 10 October 2003. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Jack Little, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6, Fax: (604) 291-5537.

■ **SIMON FRASER UNIVERSITY** — The Department of History invites applications for a tenure track appointment in the field of Canadian History, with non-exclusive areas of particular interest being the environment and/or women/gender. The position will begin in September, 2004. The appointment will be made at the Assistant

Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful candidate will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is Friday 14 November 2003. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Jack Little, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6, Fax: (604) 291-5537.

■ **SIMON FRASER UNIVERSITY** — The Department of History invites applications for a tenure track appointment in the field of 18th and/or 19th Century American History, with non-exclusive areas of particular interest: in U.S. expansionism (internal as well as external), the environment, economy and labour, and/or women/gender. The position will begin in September, 2004. The appointment will be made at the Assistant

Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful candidate will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is Friday 14 November 2003. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Jack Little, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6, Fax: (604) 291-5537.

■ **THE UNIVERSITY OF GUELPH** invites applications for a tenure track position in the History of the United States at the rank of Assistant Professor, effective 1 July 2004 or negotiable. Preference will be given to those with a completed PhD. This appointee will be expected to contribute to undergraduate teaching at all levels and to participate in the Department's graduate (MA and PhD) programs. The appointee will have

demonstrated commitment to teaching and research excellence. An interest in new teaching technologies is desirable. The University of Guelph is a mid-sized, highly ranked comprehensive university located one hour's drive west of Toronto. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr. Richard Reid, Chair of Selection Committee, Department of History, University of Guelph, Guelph, ON, N1G 2W1 by 15 October 2003. (See: [www.uoguelph.ca/history/](http://www.uoguelph.ca/history/)). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **SIMON FRASER UNIVERSITY** — The Department of History invites applications for a continuing Lectureship, with an ability to teach an introductory course in World History, as well as undergraduate courses in two broad geographic areas, preferably outside Europe and North America. This is primarily a teaching position. Preferred qualifications include a completed PhD, and



## St. Thomas University

LEADERS IN LIBERAL ARTS

### Entry-level Tenure-track Positions in Criminology, English, Human Rights, Native Studies, Religious Studies, and Spanish

St. Thomas is a flourishing undergraduate Catholic university firmly anchored in the liberal arts. Our beautiful campus, located in the charming capital city of Fredericton, is adjacent to the University of New Brunswick. Our Bachelor of Arts programme is one of the largest in the region. In keeping with our commitment to excellence in teaching and learning, the University has embarked on a three-year plan to expand its full-time faculty complement.

We are seeking committed and enthusiastic faculty members to fill the following new positions:

#### Criminology and Criminal Justice

Three positions. Doctorate may be in criminology or a related discipline. Field is open. Apply: Dr. Chris McCormick, Chair, Criminology and Criminal Justice Department.

#### English

The successful candidate will specialize in genre studies, including theory and history of genre and will also teach at the introductory level. Apply: Dr. Elizabeth McKim, Chair, English Department.

#### Human Rights

The St. Thomas undergraduate Bachelor of Arts degree programme provides for an academic major in Human Rights. The successful candidate will hold a doctoral degree in a human rights-related discipline such as law, philosophy, or political science; as well as appropriate teaching experience and a record of scholarship in the area of human rights. The appointee will teach courses offered in the university's undergraduate human rights programme and be involved in the activities of the Atlantic Human Rights Centre. Apply: Dr. Noël A. Kinsella, Director, Human Rights Programme.

#### Native Studies

Doctoral studies may be in any discipline, but applicants must be able to demonstrate a capacity to make an effective contribution to a programme which covers a broad range of indigenous issues in a rigorous fashion. Apply: Dr. Roland Chrisjohn, Director, Native Studies Programme.

#### Religious Studies

The successful candidate will specialize in the academic study of Roman Catholic cultures, and will teach, in addition to courses in his or her own area, Introduction to Religious Studies, the Role of Women in Christianity, and Religious Studies: Scope and Methods. Apply: Dr. Thomas Parkhill, Chair, Religious Studies Department.

#### Spanish

The successful candidate will have native or near-native fluency in Spanish, will possess a Ph.D. in 20th Century Spanish or Spanish American literature, and be qualified to teach language at all undergraduate levels and specialize in one or more of the following fields: live theatre, literary analysis, poetry, film/narrative. The successful candidate will be expected to participate in the Spanish Section's cultural, creative, and research activities. Apply: Prof. Jonathan Rahn, Chair, Romance Languages Department.

All appointments begin July 1, 2004. Applicants must possess a Ph.D. or provide evidence of imminent completion. Each applicant is to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to the appropriate chair or director, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: October 15, 2003, or when positions are filled. Applicants are responsible for ensuring their files, including letters of reference, are complete by this date.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups, and persons with disabilities.



## CAREERS CARRIÈRES

university teaching experience. For details on teaching assignments and responsibilities, see <http://www.stu.ca/policies/academic/a2202.htm>. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is

Friday 24 October 2003. For information on programmes and courses please go to the Department of History website at <http://www.sfu.ca/history>. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Jack Little, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6, Fax: (604) 291-5837.

■ **QUEEN'S UNIVERSITY** – The History Department invites applications for a tenure-track assistant professorship in the History of Early Modern Europe (including Britain), effective July 1, 2004. Applicants must have completed a PhD and show promise

of excellence in scholarly research and teaching. Teaching experience and publications are highly desirable. The appointee will be responsible for maintaining an active research programme, teaching undergraduate courses, and, in future also teaching a graduate course. Salary will be commensurate with qualifications and experience. Send application and curriculum vitae and ask three referees to write letters by October 17, 2003 to Professor Richard Greenfield, Chair, Department of History, Queen's University, Kingston, ON K7L 3N6, Canada. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Academic staff at Queen's University are governed by a collective agreement, the details of which are posted at <http://www.queensu.ca/qa>. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

■ **THE UNIVERSITY OF VICTORIA** – The Department of History invites applications for a tenure-track appointment at the rank of Assistant Professor in the history of Britain between the early 16th and late 18th centuries. The successful candidate will teach undergraduate courses, including an introductory survey of British history, and will participate in the department's MA and PhD programmes. Applicants should have a completed PhD, teaching experience and publications. Letters of application, curriculum vitae and the names and addresses of at least three referees should be sent by October 22, 2003 to Eric W. Sage, Department of History, University of Victoria, P.O. Box 3045, Victoria B.C. V8W 3P4 ([eric.w.sage@uvic.ca](mailto:eric.w.sage@uvic.ca)). Current assistant professor salary: \$48,000. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the full diversification of the university.

■ **QUEEN'S UNIVERSITY** – The Department of History invites applications for a possible position in South Asian history, and/or the History of Modern Germany, effective July 2004. Applicants will be considered for nomination in the Queen's National Scholars programme. Applicants must have completed a PhD and show evidence both of outstanding achievement in research and scholarship and of achieved or potential quality in teaching. Given that the preceding qualifications are met, priority will be given to the ability to teach at the undergraduate level (initially at the rank of Assistant Professor). For further information potential applicants are referred to the general advertisements for the Queen's National Scholars programme or to the website <http://www.queensu.ca/principals/pscp/pscp.htm>. The successful candidate will be responsible for maintaining an active research programme and engaging in undergraduate and graduate teaching. Salary would be commensurate with qualifications and experience. Send application and curriculum vitae and ask three referees to write letters by October 10, 2003 to Professor Richard Greenfield, Chair, Department of History, Queen's University, Kingston, ON K7L 3N6, Canada. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **CONCORDIA UNIVERSITY** – The Faculty of Arts & Science has up to two tenure-track positions available in the History of Colonial North America and one in the History of Latin America and the Hispanic World. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/interjobs.htm>.

■ **MCGILL UNIVERSITY** – The Department of History invites applications for a tenure-track position at the rank of assistant professor in the history of Quebec, effective September 2004. A twentieth-century research specialization is preferred. The successful candidate should hold a PhD and demonstrate excellence in teaching and scholarly research. The ability to teach undergraduate and graduate courses in research areas of application, curriculum vitae, one-page statement of teaching philosophy, and three confidential letters of reference should be sent to Professor Brian Lewis, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T4. October 15, 2003. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents will be given priority. McGill University is committed to employment equity. English is the language of instruction at McGill.

■ **WILFRID LAURIER UNIVERSITY** – The Department of History invites applications for a tenure-track position at the rank of Assistant Professor in post-1945 United States history. Candidates with a research specialization in political movements are preferred. The position will commence July 2004, subject to budgetary approval in addition to senior undergraduate and graduate courses. The Department is particularly interested in applicants with innovative ideas about teaching a first-year introductory course, "Problems in U.S. History." Applicants must also show strength in research and publication. Applicants should send their curriculum vitae and a teaching statement, and arrange to have three letters of reference sent to: Dr. George Urbanik, Chair, History Department, Wilfrid Laurier University, Waterloo, Ontario, N2L 2C5 by Friday, October 10, 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents of Canada will be given priority for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with visible minority, persons with disabilities, and aboriginal people.

■ **YORK UNIVERSITY** – Toronto, Ontario. The Department of History Faculty of Arts seeks tenure-track Assistant Professors in three fields: Canadian History Pre-1900; United States History, United States and the World; Canadian History. Details in full-page ad in this issue and at <http://www.yorku.ca/cadjobs>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/cadjobs> or a copy can be obtained by calling the Affirmative Action office at (416) 736-5733. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **UNIVERSITY OF ALABAMA** – The Department of History at the University of Alabama invites applications for a tenure-track position at the rank of Assistant Professor in the history of the United States. The successful candidate will be expected to teach undergraduate courses in European history, including the introductory level, and to contribute to the Department's graduate programme. The Department supervises PhD students working on the history of gender and race in Britain (1485-1956), Canada and 20th century Europe. The starting date for the appointment is July 1, 2004, when the minimum salary for Assistant Professors will be \$49,861. Applications, including curriculum vitae, samples of publications, and letters from three academic referees should be addressed to Professor Virginia H. Akkan, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L9. Applications received before November 1, 2003 will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal peoples, members of sexual minorities, and persons with disabilities.

■ **MACTER UNIVERSITY** – The Department of History invites applications for a tenure-track appointment at the rank of Assistant Professor in the history of Continental Europe (including Russia) in the Twentieth Century. The department is particularly interested in candidates with research interests in European history prior to 1945. McMaster University is a research intensive university. The successful candidate will have a PhD, demonstrated excellence in teaching and research, with a clearly defined programme of research to teach undergraduate courses in European history, including the introductory level, and to contribute to the Department's graduate programme. The Department supervises PhD students working on the history of gender and race in Britain (1485-1956), Canada and 20th century Europe. The starting date for the appointment is July 1, 2004, when the minimum salary for Assistant Professors will be \$49,861. Applications, including curriculum vitae, samples of publications, and letters from three academic referees should be addressed to Professor Virginia H. Akkan, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L9. Applications received before November 1, 2003 will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal peoples, members of sexual minorities, and persons with disabilities.

■ **THE UNIVERSITY OF WINNIPEG** – The Department of History invites applications for a tenure-track position at the rank of Assistant Professor in the History of Aboriginal Peoples of the Americas. Applicants may possess any regional research specialization (other than Canada or the United States). The successful candidate will be able to teach courses in such areas as the comparative history of aboriginal peoples, contact with European settlers, colonial history, race and racism, historical anthropology, and the history of the land, and specific group histories. Salary and rank commensurate with qualifications and experience. The successful candidate will have a PhD by the time of the appointment. The successful candidate must have a strong commitment to undergraduate teaching and to research. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, members of sexual minorities, and persons with disabilities. This advertisement is initially directed to Canadian citizens and permanent residents of Canada. Subject to budgetary approval, this position will commence on July 1, 2004. Applicants should submit a curriculum vitae, curriculum vitae, a sample of research, and teaching dossier (including course outlines and course evaluations if available) and three letters of reference to the receipt of applications and references is October 15, 2003. Address all communications to: Professor David G. Burley, Chair, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9, Phone: 204-786-9012, Fax: 204-774-4134, Email: [d.burley@unwinnipeg.ca](mailto:d.burley@unwinnipeg.ca).

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■ **MCMASTER UNIVERSITY** – The Department of History invites applications for a tenure-track appointment at the rank of Assistant Professor in the history of the Atlantic world. The department is particularly interested in candidates with research interests that focus on the interaction of Europe with Africa and the Caribbean or South America prior to 1900. McMaster University is a research intensive university. The successful candidate will have a PhD, demonstrated excellence in teaching and research, with a clearly defined programme of research which will result in publication. The successful candidate will be expected to teach a wide range of undergraduate courses, including the introductory level, and to contribute to all aspects of the Department's graduate programme. The Department supervises PhD students working on the history of gender and society in Britain (1485-1956), Canada and 20th century Europe. The starting date for the appointment is July 1, 2004, when the minimum salary for Assistant Professors will be \$49,861. Applications, including curriculum vitae, samples of publications, and letters from three academic referees should be addressed to Professor Virginia H. Akkan, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L9. Applications received before November 1, 2003 will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal peoples, members of sexual minorities, and persons with disabilities.

■ **MCMASTER UNIVERSITY** – The Department of History invites applications for a tenure-track appointment at the rank of Assistant Professor in the history of Continental Europe (including Russia) in the Twentieth Century. The department is particularly interested in candidates with research interests in European history prior to 1945. McMaster University is a research intensive university. The successful candidate will have a PhD, demonstrated excellence in teaching and research, with a clearly defined programme of research to teach undergraduate courses in European history, including the introductory level, and to contribute to the Department's graduate programme. The Department supervises PhD students working on the history of gender and race in Britain (1485-1956), Canada and 20th century Europe. The starting date for the appointment is July 1, 2004, when the minimum salary for Assistant Professors will be \$49,861. Applications, including curriculum vitae, samples of publications, and letters from three academic referees should be addressed to Professor Virginia H. Akkan, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L9. Applications received before November 1, 2003 will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal peoples, members of sexual minorities, and persons with disabilities.

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■ **MCMASTER UNIVERSITY** – The School of Arts and the Department of History invite applications for a tenure-track position at the rank of Assistant Professor in seventeenth and eighteenth century European cultural history. The University is particularly interested in candidates who specialize in seventeenth and eighteenth century art and/or architecture. McMaster University is a research intensive university. The successful candidate must have a PhD, demonstrated strengths in teaching and research, with a clearly defined programme of research which will result in publication. As a joint appointment to two departments, duties will include teaching a full range of undergraduate courses, including general introductory surveys, in Art History, as well as upper level courses in 17th and 18th century European cultural history of interest to students in Art History and History. The successful candidate would have the opportunity to participate in graduate teaching and supervision in the Department of History, which supervises PhD students working on the history of gender, war and society, Britain (1485-1956), Canada, and 20th century Europe. The starting date for the appointment is July 1, 2004, when the minimum salary for Assistant Professors will be \$49,861. Applications, including curriculum vitae, samples of publications, and letters from three academic referees should be addressed to Professor Virginia H. Akkan, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L9. Applications received before November 1, 2003 will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal peoples, members of sexual minorities, and persons with disabilities.



[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

## Community Liaison Coordinator

The School of Native Studies is seeking an individual to serve in the capacity of Community Liaison Coordinator. This is a full-time two-year term position with the possibility of extension.

This position reflects the School's longstanding orientation to Aboriginal communities and University of Alberta's objective to "connect to the community".

A primary task will be to develop and conduct a new three credit course (NS 450: Practicum in Native Studies) that will provide Native Studies students with a practicum experience through placements in Aboriginal organizations and agencies. The community liaison coordinator will be responsible for establishing a network of cooperating organizations.

Another duty will be to develop and offer a second course, Contemporary Community Forum (three credit units), in which Aboriginal community leaders will be invited to the University to speak on current issues facing Aboriginal communities.

Along with instruction, the Community

Liaison Coordinator will encourage the development of mutually beneficial research partnerships with Aboriginal communities and agencies. The coordinator will also contribute to the achievement of the School's fund development objectives.

Qualifications: The candidate must have a graduate degree in the social sciences, (equivalent experience will be considered), and preferably an undergraduate degree in Native Studies. Strong interpersonal, communication, organizational and computing skills are necessary. Experience with Aboriginal communities or agencies is required. University teaching experience and Aboriginal language fluency are assets. Knowledge of University of Alberta procedures is an advantage.

Interested applicants should apply to:

Director, School of Native Studies  
5-182 Education Centre North  
Edmonton, Alberta T6G 2G5

Deadline: September 30, 2003

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



## UNIVERSITY OF MANITOBA

One of Canada's outstanding universities, The University of Manitoba, is seeking applications and nominations for the position of Dean, Faculty of Science.

The Faculty of Science has an operating budget of \$20.5M and a total of 178 academic and 82 support staff. The faculty offers four undergraduate degrees with a wide variety of cooperative options and has eight departments, all of which also have M.Sc. and Ph.D. programs. The annual research grants exceed \$6M, and there are about 280 graduate students. Because of the current phase of staff renewal, as retiring staff are replaced, the new Dean will have the rare opportunity to influence the academic direction of the Faculty.

The Dean is responsible for the planning, development, administration and integrity of the academic affairs of the Faculty. The successful candidate for this key leadership role will be a respected scholar and administrator, with the dynamism and decisiveness to spearhead the Faculty's obligation to meet the institutional priorities set out in the University strategic plan. Candidates should possess a strong record of scholarly and administrative leadership, the ability to communicate effectively, the commitment to consult widely - both internally and externally - and a comprehensive understanding of contemporary university issues.

The appointment at the rank of Professor with tenure will commence on July 1, 2004. Nominations or applications for this position, accompanied in the latter case by a curriculum vitae, covering letter, and the names of three referees, should be sent in confidence to the address shown below. The Search Committee will begin consideration of expressions of interest in early October 2003.

The University of Manitoba is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal peoples, and persons with disabilities.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. More information about the University and the position can be obtained on the website at [www.umanitoba.ca/admin/vp\\_academic](http://www.umanitoba.ca/admin/vp_academic)

Applications and nominations should be sent to the Landmark Consulting Group, 25 Main Street West, Suite 2225, Hamilton, Ontario, L8P 1H1 or to [resumes@landmarkconsulting.org](mailto:resumes@landmarkconsulting.org).

Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

LANDMARK CONSULTING GROUP INC.

# CAREERS CARRIÈRES

■ **THE UNIVERSITY OF WINNIPEG** — The Department of History invites applications for a tenure-track position in World History at the rank of Assistant Professor. Applicants should possess a research specialization in Asian history. Salary and rank commensurate with qualifications and experience. Applicants should submit a curriculum vitae, a cover letter, and three letters of reference by October 15, 2003. The successful candidate must have a strong commitment to teaching and research. The University of Winnipeg is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. Subject to budgetary approval, this position will commence on July 1, 2004. Applicants should submit a covering letter, curriculum vitae, one sample of research, and teaching dossier (including course outlines and course evaluations if available) and should arrange for letters from three referees. Deadline for the receipt of applications and references is October 15, 2003. Address all correspondence to: Professor David G. Burley, Chair, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E3, Phone: 204-785-9012, Fax: 204-774-4134, Email: d.burley@uwinnipeg.ca.

■ **THE UNIVERSITY OF OTTAWA** — The Department of History invites applications for a tenure track position in the history of the Middle East and North Africa. Starting date: July 1, 2004. Required: PhD in History, teaching and research experience. The candidate will be required immediately to teach in English and Arabic, and to teach French in the near future is an asset. The ability to teach in English and in French is a condition of tenure. Rank: Assistant Professor. Salary: according to collective agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary Selection Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: December 15, 2003. For more information, applicants are encouraged to apply; however, Canadian and permanent residents will be given priority. The University subscribes to an employment equity policy.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the Department of History in the area of Canadian History at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Bruce Tucker, Department Head, Department of History University of Windsor, Windsor, Ontario N9B 3P4. Phone: 519-253-3000, Ext. 2323, Fax: 519-971-3610, Email: [tucker1@uwindsor.ca](mailto:tucker1@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Diakich, Director, Faculty Recruitment at 877.665.6608 (toll free) or [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca).

## HISTORY & CLASSICS

■ **THE UNIVERSITY OF TORONTO AT MISSISSAUGA** invites applications or nominations for the position of Chair, Department of History & Classics. The appointment will be at the level of Full Professor or Associate Professor, and will commence July 1, 2004. The successful candidate will have a distinguished research reputation in any field or period of historical research, an excellent public as a teacher, and exceptional skills in leadership and administration. s/he will contribute to the undergraduate programme in History and Classics on the Mississauga campus and to the graduate programme(s) in the Department of History and/or Classics on the St. George campus. The University of Toronto at Mississauga, Department of History & Classics was created on July 1, 2003 by the merger of faculty in the fields of Classics and History. There are currently 11 faculty members in the Department, who teach undergraduate courses at the Mississauga campus and graduate courses at the St. George campus. The Mississauga campus is undergoing rapid growth (student population is expected to rise from the current 7000 to 11,500 by 2006) and there will be a concomitant growth and renewal of its faculty. The Chair will capitalize on the opportunities provided by this growth and leadership in the department through the recruitment of additional members in several areas over the next few years. Current research interests in the History programme are Canadian, European (Medieval and Modern), Latin American, and South Asian history, and in the Classics programme ancient Greek and Roman history and Graeco-Roman literature history. The University of Toronto is Canada's premier research university, with a strong commitment to the connection between research and teaching. The John P. Roberts Research Library is ranked #1 in Canada and #5 in North America. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals; however, Canadian and permanent residents of Canada will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further realization of ideas. The search committee will begin reviewing applications on or after October 15, 2003. Applications should include a curriculum vitae, a sample of academic writing, and evidence of excellence in teaching. Applicants should also arrange to have three letters of recommendation sent to: Professor Cheryl Misk, Vice Principal, Academic, University of Toronto at Mississauga, 3359 Mississauga Road, Mississauga, ON L5L 1C6, Canada.

## HUMANITIES

■ **YORK UNIVERSITY** — Toronto, Ontario. The Division of Humanities, Faculty of Arts, seeks tenure-track Assistant Professors in three fields: Christian Origins/New Testament Literature; Children's Literature and Culture; Modern European Culture. Details in full-page ad in this issue and at <http://www.yorku.ca/acadjobs>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on

York's website at <http://www.yorku.ca/acadjobs> or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply. However, Canadian citizens and Permanent Residents will be given priority.

■ **SIMON FRASER UNIVERSITY** — The Humanities Department seeks candidates for a continuing appointment as Lecturer to teach undergraduate courses in Religious, Comparative Literature and Medieval Studies. The position is subject to budgetary approval. The Humanities Department is an interdisciplinary department focusing primarily on the three main periods of European thought (ancient, medieval, modern) with some courses on Asian Studies. The preferred candidate would be able to teach existing courses in the curriculum ([www.sfu.ca/humanities](http://www.sfu.ca/humanities)) with the possibility of creating one or more new courses. Applicants should forward a curriculum vitae, a statement of interest and three letters of reference by October 3, 2003 to: Stephen Duguid, Chair, Department of Humanities, Simon Fraser University, Burnaby, B.C. V5A 1S5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to budgetary approval, this position will commence on July 1, 2004. Applicants should submit a covering letter, curriculum vitae, one sample of research, and teaching dossier (including course outlines and course evaluations if available) and should arrange for letters from three referees. Deadline for the receipt of applications and references is October 15, 2003. Address all correspondence to: Professor David G. Burley, Chair, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E3, Phone: 204-785-9012, Fax: 204-774-4134, Email: d.burley@uwinnipeg.ca.

■ **THE UNIVERSITY OF OTTAWA** — The Department of History invites applications for a tenure track position in the history of the Middle East and North Africa. Starting date: July 1, 2004. Required: PhD in History, teaching and research experience. The candidate will be required immediately to teach in English and Arabic, and to teach French in the near future is an asset. The ability to teach in English and in French is a condition of tenure. Rank: Assistant Professor. Salary: according to collective agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary Selection Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: December 15, 2003. For more information, applicants are encouraged to apply; however, Canadian and permanent residents will be given priority. The University subscribes to an employment equity policy.

## HISTORY & CLASSICS

■ **THE UNIVERSITY OF TORONTO AT MISSISSAUGA** invites applications or nominations for the position of Chair, Department of History & Classics. The appointment will be at the level of Full Professor or Associate Professor, and will commence July 1, 2004. The successful candidate will have a distinguished research reputation in any field or period of historical research, an excellent public as a teacher, and exceptional skills in leadership and administration. s/he will contribute to the undergraduate programme in History and Classics on the Mississauga campus and to the graduate programme(s) in the Department of History and/or Classics on the St. George campus. The University of Toronto at Mississauga, Department of History & Classics was created on July 1, 2003 by the merger of faculty in the fields of Classics and History. There are currently 11 faculty members in the Department, who teach undergraduate courses at the Mississauga campus and graduate courses at the St. George campus. The Mississauga campus is undergoing rapid growth (student population is expected to rise from the current 7000 to 11,500 by 2006) and there will be a concomitant growth and renewal of its faculty. The Chair will capitalize on the opportunities provided by this growth and leadership in the department through the recruitment of additional members in several areas over the next few years. Current research interests in the History programme are Canadian, European (Medieval and Modern), Latin American, and South Asian history, and in the Classics programme ancient Greek and Roman history and Graeco-Roman literature history. The University of Toronto is Canada's premier research university, with a strong commitment to the connection between research and teaching. The John P. Roberts Research Library is ranked #1 in Canada and #5 in North America. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals; however, Canadian and permanent residents of Canada will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further realization of ideas. The search committee will begin reviewing applications on or after October 15, 2003. Applications should include a curriculum vitae, a sample of academic writing, and evidence of excellence in teaching. Applicants should also arrange to have three letters of recommendation sent to: Professor Cheryl Misk, Vice Principal, Academic, University of Toronto at Mississauga, 3359 Mississauga Road, Mississauga, ON L5L 1C6, Canada.

## INTERNATIONAL DEVELOPMENT STUDIES

■ **DAHOUSIE UNIVERSITY** — The Department of International Development Studies at Dalhousie University invites applications for a tenure track position in Human Services and Development, at the rank of Lecturer/Assistant Professor. The position will be subject to budgetary approval. We are particularly interested in candidates with research expertise in the area of Refugees and/or Internally Displaced Persons, with each applicant with other research specialties are also welcome. Applicants should have a demonstrated capacity for interdisciplinary approaches in their work. Disciplinary background and Area specialization are open though candidates should be able to draw on examples from Asia, Latin America, and Africa in their teaching. The successful candidate will be expected to contribute to the teaching of interdisciplinary core courses in Development Studies at the second, third, and/or fourth year levels, and to contribute to teaching and supervision in a

rapidly growing MA program. Applicants must have a PhD or a PhD in hand, and will preferably have teaching experience and publications. Please send a letter of application, curriculum vitae, sample publications, documentation of teaching performance, and three confidential letters of reference to: Dr. David Black, Chair, Department of International Development Studies, Dalhousie University, Halifax, NS, B3H 4M6, Fax: (902) 494-2105, Email: [blackd@dal.ca](mailto:blackd@dal.ca). The deadline for receipt of applications is October 15, 2003. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified aboriginal people, persons with a disability, racially visible persons and women.

## JOURNALISM

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts & Science has one tenure-track position available in Computer-Assisted Journalism. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/journalism/pubs.htm>.

## JUSTICE & LAW ENFORCEMENT

■ **THE UNIVERSITY OF WINNIPEG** — The Studies in Justice & Law Enforcement program invites applications for a tenure track position at the Assistant Professor level. Subject to budgetary approval, this position is effective July 1, 2004. Candidates are sought with a generalist background in criminal justice. Applicants should have a demonstrated ability to conduct scholarly research and teaching experience in a University type setting. The successful applicant will be expected to teach Introduction to the Criminal Justice System, and at least one other core area course (police, courts, corrections, theory, methods). Qualifications include a PhD in Criminology, Criminal Justice, Sociology, or a related discipline (ABD considered), and an excellent working knowledge of computer mediated research tools: WordPerfect Word, and PowerPoint. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this ad-

vertisement is directed initially to Canadian citizens and permanent residents of Canada. Interested candidates should send a curriculum vitae by November 15, 2003, including three letters of reference to: Dr. Michael Weinrich, Coordinator, Studies in Justice & Law Enforcement Program, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E3, Fax: (204) 774-4134.

## KINESIOLOGY

■ **MCMASTER UNIVERSITY** — The Department of Kinesiology invites applications for a tenure-track appointment at the level of Assistant Professor in the area of Health/Exercise Psychology. This position will be of interest to those with training in Kinesiology, Psychology, Social Psychology, Sociology,

Community Health or other health/rehabilitation related disciplines. An appreciation of the role of exercise/physical activity as it contributes to health is necessary. The successful candidate will have a PhD and will have demonstrated excellence in teaching and research. Demonstrated success in securing research funding is also an asset. Duties will include undergraduate and graduate teaching, and graduate supervision.



## CRC Tier II in Water Quality, Ecosystems & Human Health

### QUEEN'S UNIVERSITY AT KINGSTON

Queen's University invites applications for a tenure-track Canada Research Chair (CRC — Tier II) related to water quality and sustainability of ecosystems or human health. Applicants should have training and at least four years of post-doctoral experience in related disciplines (such as, but not limited to: aquatic ecology; microbiology; environmental toxicology and chemistry; pharmacology and toxicology; water treatment engineering) and a strong record of interdisciplinary collaborations in areas of research funded by Canada's Natural Sciences and Engineering Research Council (NSERC). The successful candidate will be appointed jointly to the School of Environmental Studies and to a department related to the primary discipline.

Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, and persons of a diversity of sexual orientation. CRCs are open to individuals of any nationality and all qualified candidates are encouraged to apply. However, Canadian Citizens and Permanent Residents will be given priority. In accordance with Queen's guidelines for assigning CRCs, applications from qualified women are particularly encouraged. Academic staff at Queen's University are governed by a collective agreement between Queen's and the Queen's University Faculty Association (<http://www.queensu.ca/qufa/>).

Curriculum vitae, statements of current and prospective research interests, and teaching experience or potential, and supporting letters from at least three referees should be sent to: Dr. P.V. Hodson, School of Environmental Studies, Queen's University, Kingston, ON Canada, K7L 3N6, by September 30, 2003. More information can be found at <http://www.queensu.ca/envst/>.



## UNIVERSITY OF MANITOBA

One of Canada's outstanding universities, The University of Manitoba, is seeking applications and nominations for the position of Dean, Faculty of Arts.

The University of Manitoba is western Canada's oldest university, established in 1877. It is respected for its excellence in teaching and in research, and for its community service, all of which are making a difference in Manitoba. More University of Manitoba students have earned Rhodes Scholarships in the past 30 years than have students from any other university in western Canada, placing The University of Manitoba fourth across the Country. The faculty's care and attention to teaching has placed the University in the top 5% of Maclean's magazine's "value added" category over the past four years.

The Faculty of Arts offers 24 undergraduate degrees, has 15 departments and several interdisciplinary programs. Most academic departments offer graduate programs leading to master's or doctoral degrees. The Faculty of Arts has an operating budget of \$25M and a total of 349 academic and 70 support staff.

The Dean is responsible for the planning, development, administration and integrity of the academic affairs of the Faculty. The successful candidate for this key leadership role will be a respected scholar and administrator, with the dynamism and decisiveness to spearhead the Faculty's obligation to meet the institutional priorities set out in the University strategic plan. Candidates should possess a strong record of scholarly and administrative leadership, the ability to communicate effectively, the

commitment to consult widely - both internally and externally - and a comprehensive understanding of contemporary university issues.

The appointment at the rank of Professor with tenure will commence on July 1, 2004. Nominations or applications for this position, accompanied in the latter case by a curriculum vitae, covering letter, and the names of three referees, should be sent in confidence to the address shown below. The Search Committee will begin consideration of expressions of interest in early October 2003.

The University of Manitoba is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal peoples, and persons with disabilities.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. More information about the University and the position can be obtained on the website at [www.umanitoba.ca/admin/vp\\_academic](http://www.umanitoba.ca/admin/vp_academic)

Applications and nominations should be sent to the Landmark Consulting Group, 25 Main Street West, Suite 2225, Hamilton, Ontario, L8P 1H1 or to [resumes@landmarkconsulting.org](mailto:resumes@landmarkconsulting.org).

Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

LANDMARK CONSULTING GROUP INC.

## CAREERS

Ability to publish in peer-reviewed sources is a requirement, as is the capacity to initiate and maintain an independent research program. The Department of Kinesiology has 22 full-time faculty members, over 800 undergraduate students and 35 graduate students. We currently offer BSc Kinesiology and Bachelor of Kinesiology degrees, as well as both an MSc and a PhD in Human Biodynamics. The department has a research-intensive focus and opportunities exist for both individual and collaborative research. The starting date for the appointment is July 1, 2004. Applications, including a curriculum vitae and letters from three academic referees should be submitted by September 30, 2003, to Dr. Janet Starkes, Chair, Department of Kinesiology, McMaster University, Hamilton, Ontario, L8S 4K1, email: starkes@mcmaster.ca; telephone (905) 525-9140, Ext. 23378, Fax: (905) 525-6011, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada (please indicate status). McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

**■ WILFRID LAURIER UNIVERSITY** – The Kinesiology and Physical Education Department at Wilfrid Laurier University invites applications for a tenure-track appointment at the Assistant or Associate Professor level beginning July 1, 2004, subject to budgetary approval. Applicants must be able to teach epidemiology and at least one other related kinesiology subject area that might include health, rehabilitative science, or statistics/research methods. An ability to teach in the skills practice component of the program would be helpful. Hiring decisions will be made on the basis of research excellence, teaching ability, and fit with departmental needs. The successful candidate will be expected to play a central role in the establishment of a graduate program focusing on health and wellness throughout the life span. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an excellent record of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of two recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and arrange to have at least three letters

of reference sent to Dr. Stephen Wenn, Chair, Department of Kinesiology and Physical Education, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: wenn@wlu.ca). Applications will be accepted until November 15, 2003. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

**■ SIMON FRASER UNIVERSITY** – The School of Kinesiology at Simon Fraser University invites applications for the position of Lecturer. Applicants are expected to have experience in teaching at a University level and with a minimum of a Master's degree. Duties will include the teaching of six courses per year and there are administrative duties related to managing a cohort of undergraduate students and other school related activities. Candidates who are able to offer a wide range of courses in such areas as nutrition, physiology, exercise management, ergonomics or contemporary health issues are preferred. Details of courses may be found at: <http://www.fsu.ca/sfu/ky/>. The position is full-time and the preferred starting date is January, 2004. Applicants should send a curriculum vitae, relevant supporting documentation, and a letter of interest to the following address: Dr. O. J. Dickson, Director, School of Kinesiology, Simon Fraser University, Burnaby, BC, V5A 1S5, Canada. Simon Fraser University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All appointments are subject to satisfactory authorization.

**■ THE UNIVERSITY OF WATERLOO** – Applications are being accepted for a tenure-track position at the Assistant Professor level in the field of skeletal and cardiac muscle physiology. Candidates should have demonstrated research and teaching experience in areas such as molecular mechanisms in muscle contraction and muscle fatigue including calcium transport mechanisms. The successful candidate will be expected to develop a strong ability to integrate from molecular to cellular to whole organism levels in both animal and human models, and will complement existing expertise in muscle physiology, vascular biology and human exercise physiology with a specific orientation to the prevention of injury and disease. The candidate must have a PhD with post-doctoral research training in molecular and cellular physiology. Outlines of research, teaching, and supervising graduate students. The Department of Kinesiology is an interdisciplinary department with a perspective spanning the social to biological study of human movement, and is the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and principles of individuals in health and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at <http://www.uwaterloo.ca/ky/>. Applicants should send a curriculum vitae, three letters of references, and a curriculum vitae to: Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 or by fax: 519-746-6776 or Email: mcgill@uwaterloo.ca. The closing date for applications is November 30, 2003 (for consideration is filed). The expected start date for the appointment is July 1, 2004 or earlier, if possible. Candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This advertisement is subject to the availability of funds.

**■ THE UNIVERSITY OF WATERLOO** – Applications are being accepted for a tenure-track position at the Assistant Professor level in the area of Social and Behavioural Medicine and Physical Activity. The successful candidate must have a PhD and expertise in social and behavioural approaches to individual and community-based interventions, and this expertise must be compatible with multidisciplinary approaches to health promotion, disease/injury prevention, rehabilitation and maintenance. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching and a research philosophy that embraces a range of social science perspectives. Post-doctoral experience would be considered an asset. In addition to advancing a personal research program, candidates will be expected to work as part of a multidisciplinary team approach to conducting research on health promotion and the prevention of illness or injury. Opportunities for this research exist not only within the Department but also within the Faculty of Applied Health Sciences and its multiple health research centres. We welcome social and behavioural science applicants from Kinesiology and related health promotion and injury/disease prevention fields such as social and preventive medicine, public health, behavioural medicine, social science and medicine, and Ergonomics. The Department of Management has a multidisciplinary department with expertise spanning the social to biological study of human movement, and is the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at <http://www.uwaterloo.ca/ky/>. Applicants should send a curriculum vitae, three letters of references, and a curriculum vitae to: Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 or by fax: 519-746-6776 or Email: mcgill@uwaterloo.ca. The closing date for applications is November 30, 2003 (for consideration is filed). The expected start date for the appointment is July 1, 2004 or earlier, if possible. Candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This advertisement is subject to the availability of funds.

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**■ THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the Department of Kinesiology at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: [www.uwindsor.ca/academics](http://www.uwindsor.ca/academics). Contact: Dr. James Weese, Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunset Avenue, Windsor, ON N9B 3P4, Tel: 519-253-3000, Ext. 2432, Fax: 519-253-7055, Email: [jweese@uwindsor.ca](mailto:jweese@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Jane Orzech, Director, Faculty Recruitment at 519-253-6608 (toll free) or [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca).

## KINESIOLOGY &amp; HEALTH SCIENCE

**■ YORK UNIVERSITY** – Toronto, Ontario. The School of Kinesiology and Health Science, Faculty of Arts and the Faculty of Pure and Applied Science, York University, Toronto, Ontario seeks seven (7) tenure-track Assistant Professors in any of the following fields: Epidemiology of Physical Activity, Fitness and Health, Epidemiology of Occupational and Environmental Health, Cardiovascular Exercise Physiology, Motor Control/Neuroscience, Human Nutrition/Metabolism, Rehabilitation/Therapy, Psychology of Physical Activity/Exercise/Sport, Sociocultural Aspects of Kinesiology and Health Science. Details in display ad in this issue can be found at <http://www.yorku.ca/academics>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found at <http://www.yorku.ca/academics> or a copy can be obtained by calling the affirmative action office at (416) 735-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

## LANGUAGES, LITERATURES &amp; LINGUISTICS

**■ YORK UNIVERSITY** – Toronto, Ontario. The Department of Languages, Literatures and Linguistics, Faculty of Arts, seeks five (5) tenure-track Assistant Professors in four fields: German, Italian, Spanish; Linguistics. Details in full-page ad in the same issue can be found at <http://www.yorku.ca/academics> or a copy can be obtained by calling the affirmative action office at (416) 735-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

## LAW

**■ THE UNIVERSITY OF TORONTO**, Faculty of Law invites applications from outstanding law scholars for three tenure track professorships at the University of Toronto. The University of Toronto is seeking one outstanding scholar for a non-tenured position. Salary will be commensurate with experience and qualifications. A successful candidate will demonstrate excellence in both research and teaching. Successful candidates should include: c.v.; copies of two recent graduate transcripts; sample publications; a teaching dossier including course outlines, evaluation forms, and research plans; and at least three letters of recommendation. Applications should be sent in hard copy to: Kate Hulse, Associate Dean, Faculty of Law, University of Toronto, 84 Queen's Park, Toronto, Ontario, M5S 2B4, Canada. Applications will not be accepted, and writing samples will not be returned. The competition closes on November 15, 2003. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal peoples, persons with disabilities, members of sexual minority groups, and others who may contribute to the enrichment of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**■ THE UNIVERSITY OF VICTORIA** – The Faculty of Law invites applications for two full-time, tenure-track positions, commencing July 1, 2004. The appointment will likely be at the Assistant Professor level but, exceptionally, may be made at the Associate Professor level. The Faculty is interested in applicants with teaching and research interests in any field of law. The teaching obligations in the successful applicant are expected to include teaching in the first year curriculum. The successful applicant will have an LL.B. and an LL.M. or other relevant law degree and a strong potential for excellence in teaching and research. She or he will also share the Faculty's commitment to innovation in teaching and program development and to a collegial, diverse and involved community. Applicants should submit a curriculum vitae, copies of transcripts, and the names of (and contact information for) three academic referees, should be relevant to the position. Applications should be sent to the Faculty of Law, University of Victoria, P.O. Box 2400, Victoria, BC V8W 2Y2, Canada, Tel: (250) 721-8148. Information about the Faculty of Law can be found on the web at <http://www.uvic.ca/facultyoflaw>. Applications may be e-mailed care of Rosemary Garlon at

[garlon@uvic.ca](mailto:garlon@uvic.ca) or by faxed by ordinary mail. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, gay men, lesbians, bisexual persons, transgendered persons, and others. The University of Victoria is an Affirmative Action Employer. The Affirmative Action Program can be found at <http://www.uvic.ca/academics> or a copy can be obtained by calling the affirmative action office at (250) 721-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

## LIBRARY

**■ YORK UNIVERSITY** Libraries invite applications for the position of University Archivist and Head, Archives and Special Collections. Details are available at: [www.yorku.ca/academics](http://www.yorku.ca/academics). York University is an Affirmative Action Employer. The Affirmative Action Program can be found at <http://www.yorku.ca/academics> or a copy can be obtained by calling the affirmative action office at (416) 735-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

**■ THE UNIVERSITY OF WINDSOR'S** Lethbridge Library invites applications for a tenure-track position commencing as early as January 1, 2004. Rank will be commensurate with experience. For a detailed position description visit our website at: [www.uwindsor.ca/academics](http://www.uwindsor.ca/academics). Contact: Gwen Downey, University Librarian, University of Windsor, 401 Sunset Avenue, Windsor, ON N9B 3P4, Phone: 519-253-3000, ext. 3161, Fax: 519-253-3638, Email: [gdowney@uwindsor.ca](mailto:gdowney@uwindsor.ca). For more information on the University of Windsor or the City of Windsor, contact Dr. Jane Orzech, Director, Faculty Recruitment at 519-253-6608 (toll free) or [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca).

## LINGUISTICS

**■ SIMON FRASER UNIVERSITY** – Applications are being accepted for a tenure-track position in Linguistics commencing September 1, 2004. This position requires approval by the University Board of Governors and final budgetary authorization. The appointment will be made at the Assistant Professor level. The successful applicant will hold a specialization in morphology and phonology and their interface, be able to teach morphology and phonology, and contribute to other areas of the Department's teaching at both the undergraduate and graduate levels. The successful applicant should include First Nations languages. Candidates should have a PhD (or be near completion) in linguistics and be able to demonstrate teaching ability. Further details about the Department of Linguistics can be found at <http://www.sfu.ca/linguistics>. Closing date for applications is November 15, 2003. Interested persons are invited to send a letter of application, curriculum vitae, and three letters of references, sample publications and teaching dossier to: Dr. Paul McElduff, Chair, Department of Linguistics, Simon Fraser University, 8888 University Dr., Burnaby, BC, Canada V5A 1S6, phone: (604) 293-3554, fax: (604) 293-4559, email: [mcelduff@sfu.ca](mailto:mcelduff@sfu.ca). Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including persons with disabilities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

## MANAGEMENT

**■ CONCORDIA UNIVERSITY** – The Department of Management is seeking, subject to budgetary approval, applications for two tenure-track positions starting June 1, 2004 in the areas of Human Resources Management, Strategy and Entrepreneurship. Qualifications include a PhD in hand or expected, and a strong research record or demonstrated research potential. Preference will be given to candidates with a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. Teaching in the Executive MBA and/or MBA programs is also possible. Successful candidates will be commensurate with qualifications and experience. All undergraduate students and programs in the Faculty of Commerce and Administration at Concordia are accredited by AACSB. Applications should be submitted by October 15, 2003. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference to: Dr. Kamal Arghy, Chair, Department of Management, Concordia University, 1455 de Maisonneuve Blvd. W., Room GM 503-33, Montreal, Quebec, H3M 1S4, Canada, Tel: (514) 848-2925, Fax: (514) 848-2422, Email: [management@concordia.ca](mailto:management@concordia.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

**■ THE UNIVERSITY OF LETHBRIDGE** – The Faculty of Management is interested in applicants with teaching and research interests in any field of law. The teaching obligations in the successful applicant are expected to include teaching in the first year curriculum. The successful applicant will have an LL.B. and an LL.M. or other relevant law degree and a strong potential for excellence in teaching and research. She or he will also share the Faculty's commitment to innovation in teaching and program development and to a collegial, diverse and involved community. Applicants should submit a curriculum vitae, copies of transcripts, and the names of (and contact information for) three academic referees, should be relevant to the position. Applications should be sent to the Faculty of Law, University of Victoria, P.O. Box 2400, Victoria, BC V8W 2Y2, Canada, Tel: (250) 721-8148. Information about the Faculty of Law can be found on the web at <http://www.uvic.ca/facultyoflaw>. Applications may be e-mailed care of Rosemary Garlon at

## Northern Medical Program

## Assistant or Associate Professor (Tenure-Track/Tenured Positions)

The University of Northern British Columbia, in partnership with UBC, invites applications for tenured or tenure-track faculty positions at the rank of Assistant or Associate Professor specializing in any one of the following areas: Gross Anatomy, Histology, Pharmacology, Physiology, Anatomic Pathology. The ideal start date for these positions is January 2004, subject to budgetary approval. Primary responsibilities of the successful candidates will be to support the Northern Medical Program and its medical students through program planning, classroom and laboratory teaching, and student mentoring and assessment.

The University of Northern British Columbia, located in Prince George, B.C., was founded in 1990 and has been in full operation since September 1994. UNBC provides broad support for faculty to develop their research and teaching capabilities, a strong mandate for growth, a modern and comprehensive campus, and a distinctive quality of life in central British Columbia. Prince George is a dynamic and youthful city with a population of approximately 80,000. The community offers a combination of modern amenities, cultural activities and accessibility to outdoor recreation.

UNBC has achieved remarkable early success as a centre for undergraduate and graduate education and advanced research. As a young research-intensive institution, UNBC is home to approximately 3500 students of whom over 400 are graduate students in 16 Masters and 2 PhD programs. UNBC's strategic research plan focuses on expertise and capacity building in

community health, the environmental and aboriginal health, the social and economic determinants of health and rural, remote and northern health. The University continues to serve the northern two-thirds of the province, with regional offices located in Prince Rupert, Fort St. John and Quesnel. UNBC has focused on building critical mass by attracting cross-disciplinary teams of scholars, working in complementary areas, who respond to complex, contemporary research questions of regional, national and international significance.

Candidates should possess a M.D. and/or Ph.D. in combination with post-doctoral experience ideally in the specific areas of expertise noted above. In addition to their potential to contribute to the educational program for medical students, candidates must demonstrate their ability to establish a strong and dynamic independent research program and be able to attract external funding to support their program. The successful candidates should also be able to contribute to the further development of graduate programs in the life sciences at UNBC. The ability to collaborate with other scientists and clinical faculty within the institution and community to foster interdisciplinary would be considered an asset.

The primary appointment for these positions will be to UNBC, with an affiliate appointment to the Faculty of Medicine at UBC. The successful candidates will collaborate with the respective Departments and faculty at UBC for on-going undergraduate medical curriculum development/delivery, as well as collaborate with local clinical faculty.

Please forward your curriculum vitae and the names and addresses of three referees (including telephone, fax numbers and email addresses), quoting competition #FANM09-03(B) to: Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Please direct inquiries to: Dr. Deborah Poff, Telephone: (250) 960-5610; Fax: (250) 960-7300; E-mail: [poff@unbc.ca](mailto:poff@unbc.ca). Applications received before September 26, 2003 will receive full consideration; however applications will be accepted until the positions are filled.

For more information on the Northern Medical Program, visit our Web site: [www.unbc.ca/nmp](http://www.unbc.ca/nmp)

## BC's Medical School Partners in Medical Education



Northern Medical Program



Faculty of Medicine



Island Medical Program

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

[www.unbc.ca](http://www.unbc.ca)

## CARRIÈRES

**Innovative Theory-into-Practice and Co-op Programs.** Strong international exchange programs in place for both students and faculty. For more information, contact the Faculty website at [www.uleth.ca/](http://www.uleth.ca/). University of Lethbridge, nestled along the banks of the Oldman River, is Alberta's third largest city. The University of Lethbridge, primarily an undergraduate institution, is approximately 100 km from 37 countries. In our efforts to provide the best possible education to our students, we focus on excellence in teaching and research and have been rated #1 for research activities among institutions of our size in Canada. For more information about The University of Lethbridge, visit our website at [www.uleth.ca/](http://www.uleth.ca/). The City of Lethbridge, with a population of 72,000, is located three hours north of Great Falls, Montana, and two hours south of Calgary, Alberta. The City's class proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites within easy driving distance make the area ideal for cycling, hiking, canoeing, skiing and a wide variety of other activities. High amounts of sunshine through all four seasons of the year, combined with a safe, secure and friendly environment, making Lethbridge a very pleasant place to live and work. Family, for many, is an essential part of the City of Lethbridge, visit their website at [www.citylethbridge.ab.ca/](http://www.citylethbridge.ab.ca/). Please direct applications and inquiries to Dr. John Walter, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB, Canada, or email: [brandon@uleth.ca](mailto:brandon@uleth.ca). The University of Lethbridge is an equal opportunity employer. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

**THE UNIVERSITY OF TORONTO – Position Title/Rank Assistant/Associate Prof.** Professors, Division: Joseph L. Rotman School of Management, Department: Management, Deadline: November 28, 2003. Job Description: The Joseph L. Rotman School of Management at the University of Toronto invites applications from qualified candidates for tenure secure or tenured positions in the areas of Organizational Behaviour, Strategic Management, Business Economics and Operations Management. Rank and salary will be commensurate with experience, teaching and practical experience. Appointments will be effective July 1, 2004. A PhD or DBA and a minimum of five years of relevant research, preferably with excellent teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Please send by November 28, 2003, a letter of application with curriculum vitae and the names of three references to: Dr. Peter Gosselin, Associate Dean, Research and Academic Resources, Joseph L. Rotman School of Management, University of Toronto, 105 St. George Street, Toronto, Ontario, Canada, M5S 3G6, fax: (416) 978-5813; E-mail: [pgosselin@utoronto.ca](mailto:pgosselin@utoronto.ca). The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority groups, women, and members of sexual minority groups, and others who may contribute to further the University's diversity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

## MARKETING

**THE UNIVERSITY OF CALGARY – The Haskayne School of Business** is seeking qualified candidates with a PhD, or nearly completed doctorate, in marketing to fill an assistant professor tenure-track position. Please refer to the University of Calgary campus display for more information. To see a full list of Calgary academic opportunities, please visit [www.ualg.ca/hr/career/](http://www.ualg.ca/hr/career/).

**THE UNIVERSITY OF CALGARY – The Haskayne School of Business** is seeking qualified candidates with a PhD and an established publication record in strategic academic journals, in marketing to fill an assistant professor tenure-track position. Please refer to the University of Calgary campus display for more information. To see a full list of Calgary academic opportunities, please visit [www.ualg.ca/hr/career/](http://www.ualg.ca/hr/career/).

**SAINT MARY'S UNIVERSITY – The Department of Marketing** at Saint Mary's University invites applications for a tenure track appointment at the rank of Assistant Professor. Applicants must have a PhD in marketing or a related field. The Department welcomes applications in any area of marketing, although preference may be given to applicants with experience and interest in teaching of retail management, marketing management, advertising management, and marketing strategy. The Frank N. Sobey Faculty of Commerce is the largest business school in Atlantic Canada, offering Bachelor of Commerce, MBA, Executive MBA and PhD programs. The Faculty operates a Business Development Centre providing consulting services to small and medium size business. Although best known for the quality of its teaching, the University has a very supportive research environment and several faculty members are committed to both research and teaching. Applicants should send an expression of interest, resume, graduate transcripts, names and addresses of three references, and any other supporting documentation to the Chairperson, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The closing date for applications is October 30, 2003, or when the position is filled. Saint Mary's University welcomes applications from women, First Nations people, visible minorities, and individuals with disabilities. The Department is directed in the first instance to Canadian citizens and landed immigrants.

## MATHEMATICS

**SIMON FRASER UNIVERSITY – The Department of Mathematics** invites applications for a tenure-track position in applied and computational mathematics at the Assistant Professor level, starting September 1, 2004. We seek an applicant with an outstanding, independent research program and a strong commitment to undergraduate and graduate teaching who will contribute to an active, innovative research group. Where appropriate, candidates may be considered for nomination as a Canada Research Chair. We are particularly looking

for candidates in the area of applied analysis and nonlinear partial differential equations who will be able to complement our existing faculty. Research interests in dynamical systems in applied mathematics are encouraged to apply. The department's applied mathematics program is ranked at <http://www.math.sfu.ca/applmath/>. Simon Fraser University is committed to employment equity and to providing a safe, secure and visible minorities, aboriginal people and persons with disabilities. All qualified candidates will be given priority. Applications, including a statement of interest, a curriculum vitae, and descriptive statements on research plans and teaching activities, should be sent by December 15, 2003, to: Applied Search, Department of Mathematics, 8888 University Drive, Simon Fraser University, Burnaby, BC V5A 1S6, Canada, E-mail: [appliedsearch@math.sfu.ca](mailto:appliedsearch@math.sfu.ca). Applicants should arrange for at least three letters of recommendation to be sent to the same address by the closing date. Late applications may be considered at the discretion of the search committee. We thank all applicants in advance; only those shortlisted will be contacted. The position is subject to final budgetary approval.

**SIMON FRASER UNIVERSITY – The Department of Mathematics** at Simon Fraser University invites applications for a tenure-track position in computational optimization at the Assistant Professor or Junior Associate Professor level starting September 1, 2004. Where appropriate, candidates will be considered for nomination as a Canada Research Chair. Applicants should have a strong independent research program and a commitment to undergraduate and graduate teaching. We are looking for candidates who have a proven track record in computational optimization who can complement the department's interests in variational and functional analysis. The department's web page can be found at <http://www.math.sfu.ca/>. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates will be given priority. Applications, including a statement of interest, a curriculum vitae, and descriptive statements on research plans and teaching activities, should be sent by December 15, 2003, to: Optimization Search, Department of Mathematics, 8888 University Drive, Simon Fraser University, Burnaby, BC V5A 1S6, Canada, E-mail: [optimizationsearch@math.sfu.ca](mailto:optimizationsearch@math.sfu.ca). Applicants should arrange for at least three letters of recommendation to be sent to the same address by the closing date. Late applications may be considered at the discretion of the search committee. We thank all applicants in advance; only those shortlisted will be contacted. The position is subject to final budgetary approval.

**YORK UNIVERSITY – Toronto, Ontario.** The Department of Mathematics and Statistics, Faculty of Science, seeks a tenure-track Assistant Professor in Actuarial or Financial Mathematics, Mathematical Analysis, Computational or Industrial Mathematics, or Mathematical Physics. Applications are invited for an NSERC University Faculty Award, in the areas of Actuarial or Financial Mathematics, Mathematical Analysis, or Statistics. Details in full-page ad in this issue and at <http://www.yorku.ca/careers>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/aa/careers> or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

**THE UNIVERSITY OF WATERLOO – Application for a tenure-track faculty position in the Department of Applied Mathematics in the field of Mathematical Physics, to begin on or after July 1, 2004. The position is at the Assistant Professor level and salary will be commensurate with experience and research record in exceptional cases. The appointment is at a higher level (may be possible). We are particularly interested in applicants in the areas of quantum theory, quantum information theory or statistical physics. Candidates should show evidence of outstanding potential in research and should have a strong background in both mathematics and physics. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. Waterloo is developing into a very active and large centre for research in Mathematical Physics. In particular, the successful applicant may be considered for an Associate Membership at the International Penner Institute for Theoretical Physics ([www.penninstitute.ca](http://www.penninstitute.ca)). The successful applicant may also become a member of this Institute for Quantum Computing at the University of Waterloo ([www.iqc.ca](http://www.iqc.ca)). Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three references to: J. Watnigh, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is January 15, 2004. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics is a part of the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. The Faculty includes the Department of Pure Mathematics, the Department of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well as the School of Computer Science. We maintain close ties with the Faculties of Science and Engineering regarding both research and teaching, and we offer a joint undergraduate program in Mathematical Physics with the Department of Applied Mathematics. Further information about the Department may be obtained from our website at [www.math.uwaterloo.ca/AM\\_Dept/index.html](http://www.math.uwaterloo.ca/AM_Dept/index.html). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds.**

**THE UNIVERSITY OF WATERLOO – The Department of Applied Mathematics** invites applications for a tenure-track faculty position in the field of scientific computing and computational mathematics, to begin on or after July 1, 2004. The position is at the Assistant Professor level and salary will be commensurate with experience and research record in exceptional cases, an appointment at a higher level may be possible. Applicants should have as their primary interest the development and analysis of algorithms for the efficient solution of problems of fundamental problems in science and engineering. We are particularly interested in applicants whose area of application is in biomathematics, control theory, mathematical imaging, mathematical biology or stochastic processes, although exceptionally qualified applicants in other areas may also be considered. Candidates should show evidence of outstanding potential in research and should have a strong mathematical background. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three references to: J. Watnigh, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is December 1, 2003. Applications received after this date will be considered only if the position has not been filled. The position above is being advertised in conjunction with similar ones across the Faculty of Mathematics, as part of a major expansion in the area of scientific computing and computational mathematics. This expansion will include the creation of a Centre for Computational Mathematics in Industry & Commerce, which will oversee the recently introduced program in Computational Mathematics at the undergraduate level, and a significant growth in graduate studies in the area. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which has a very strong research presence in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University and with the nearby Penner Institute for Theoretical Physics. Further information about the Department may be obtained from our website at [http://www.math.uwaterloo.ca/AM\\_Dept/index.html](http://www.math.uwaterloo.ca/AM_Dept/index.html). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds.

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**THE UNIVERSITY OF WESTERN ONTARIO – Applications are invited for a probationary (tenure track) position at the Assistant or Associate Professor level to commence on July 1, 2004. In exceptional cases, the candidate may be considered for the rank of Associate Professor with tenure. The successful candidate will have an outstanding record of research and publication in analysis, and will be expected to interact with other members of the department and to maintain an ongoing vigorous research program. The candidate will also have a commitment to and demonstrated aptitude for teaching, and will be expected to teach at the undergraduate or graduate levels and to supervise graduate students. Those interested in applying for this position should forward a curriculum vitae and have at least four letters of reference sent to: Professor R. M. Kane, Chair, Department of Mathematics, The University of Western Ontario, London, Ontario N6A 5B7 Canada. At least one letter of reference should include a detailed comment on the teaching ability of the applicant. We also welcome e-mail inquiries and submissions, to be sent to the address: [math-pos@uwo.ca](mailto:math-pos@uwo.ca). Our web address is <http://www.math.uwo.ca>. The deadline for applications is December 1, 2003. The position is subject to budget approval. Applicants should have fluent written and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.**

**MATHEMATICS & STATISTICS**

**THE UNIVERSITY OF NEW BRUNSWICK (Fredericton) – The Department of Mathematics and Statistics** invites applications for a tenure track position, effective July 1, 2004. Outstanding candidates with PhDs in any branch of applied or pure mathematics will be considered for the position. The Department has particular interest in candidates specializing in one of the following areas: algebraic geometry, combinatorics, fluid mechanics, Lie theory/non-commutative algebra, mathematical biology, mathematical physics, and operator algebras. Candidates should have a record of research and a commitment to excellence in teaching. Preference will be given to candidates whose expertise could enable them to collaborate on research with at least one current member of the department. Applications should include full curriculum vitae and applicants should ask three or more referees to send letters of reference directly to the address below. The resumes and addresses including phone and fax numbers and e-mail address of the referees should be listed in the application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

## Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, population health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With 12,000 students, over 1,200 faculty and staff, and an operating budget of \$103 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program. Deadlines and qualifications vary - please see websites.

**TENURE-TRACK POSITIONS** to commence July 1, 2004 at the ranks of Associate or Assistant Professors. For more details please visit websites.

**FACULTY OF ARTS**  
Department of International Languages (Spanish) - [www.uregina.ca/hr/recruitment.html](http://www.uregina.ca/hr/recruitment.html)

**FACULTY OF SCIENCE**  
Department of Mathematics and Statistics - [www.math.uregina.ca](http://www.math.uregina.ca)

**TERM POSITION** to commence July 1, 2004 at the rank of Assistant Professor.

**FACULTY OF ARTS**  
Department of International Languages (Spanish) - [www.uregina.ca/hr/recruitment.html](http://www.uregina.ca/hr/recruitment.html)

For more details on the University of Regina please visit [www.uregina.ca](http://www.uregina.ca)



**UNIVERSITY OF REGINA**

University of Regina,  
3737 Wascana Parkway, Regina, SK S4S 0A2  
[www.uregina.ca/hr/recruitment.html](http://www.uregina.ca/hr/recruitment.html)



**Schulich**  
School of Business  
York University  
[www.schulich.yorku.ca](http://www.schulich.yorku.ca)

## CLA Position

The Schulich School of Business invites applications for a 3-year contractually limited appointment (CLA) commencing January 1, 2004. The appointment will be in ethics and law. The appointment will combine both teaching and program administration responsibilities.

## Qualifications:

- a PhD in applied business ethics (or a closely related field)
- a law degree with a working knowledge or familiarity with Canadian and US commercial law; ideally, also with international law
- relevant publications in ethics and/or ethics-related legal issues
- research interests relating primarily to ethics
- demonstrated high quality teaching experience at both undergraduate and graduate business levels

## Responsibilities:

- teaching ethics and business law at the BBA, MBA and PhD levels
- management of an LLB/MBA Program
- coordination of a multi-section undergraduate ethics course

The successful candidate will join the Business Ethics Program and will work under the general direction of the Business Ethics Program Director. This position is subject to budgetary approval.

Deadline: Applications should be received by October 15, 2003

Please send curriculum vitae to:

Dr. Wesley Cragg  
Gardiner Professor of Business Ethics  
Schulich School of Business  
York University  
4700 Keele Street  
Toronto, Ontario  
Canada, M3J 1P3

York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Schulich School of Business welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/ca/careers/index.htm> or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

## CAREERS CARRIÈRES

ans and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. Applicants should be sent to: Dr. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada, E3B 5A3, e-mail: deptmath@unb.ca, fax: 506-453-4705. The deadline for receipt of applications is Friday, 14 November 2003.

■ **THE UNIVERSITY OF GUELPH** — The Department of Mathematics and Statistics invites applications for a one-year contractually limited position in statistics, to begin 1 January 2004, at the rank of Assistant Professor. Candidates with a PhD degree are preferred, although those nearing completion of the PhD degree will also be considered at a lower rank. All areas of statistics will be considered. Candidates must provide evidence of demonstrated potential excellence in teaching. Salary will be commensurate with qualifications and experience. Candidates should submit by 30 September 2003, a curriculum vitae to: O.B. Allen, Chair, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1, Fax: (519) 837-0221. Email: allen@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University

of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts & Science has up to two tenure-track positions available, one in Statistics and one in Actuarial Mathematics. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/interim/jobs.htm>.

■ **WILFRID LAURIER UNIVERSITY** — The Department of Mathematics at Wilfrid Laurier University invites applications for a tenure track position at the rank of Assistant Professor to begin July 1, 2004, subject to budgetary approval. The main areas of research interest are theoretical or applied statistics, or probability. Applicants should hold a PhD at the time of the appointment and be able to support the Department's Financial Mathematics program or contribute to related areas of modern applied mathematics. Candidates should demonstrate superior ability in and commitment to teaching, and have an active research program with strong potential for external funding. Applicants should submit a curriculum vitae, research plan, copies of recent publications and a teaching dossier, and arrange for three letters of

reference to be sent to: Dr. David C. Vaughn, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Deadline for applications is November 14, 2003, but applications received after this date may be considered until the position is filled. Details concerning the Department and its programs may be found at <http://www.wlu.ca/~wwwmath/>.

■ **THE UNIVERSITY OF GUELPH** — The Department of Mathematics and Statistics at the University of Guelph invites applications for a full-time tenure track position to start as soon as possible, at the rank of Assistant or Associate Professor. The successful candidate will also occupy a Chair in Bioinformatics, with a reduced teaching commitment until January 2007. The Department, currently with 27 faculty, offering strong teaching and research programs to the PhD degree, emphasizing: biomathematics, biostatistics, dynamical systems, linear models and computational statistics, numerical analysis, optimization, survival analysis. Research programs are enhanced by faculty and graduate student participation in the Fields Institute for Research in Mathematical Sciences. In addition, faculty are active participants of several

email projects in the Mathematics of Information Technology and Complex Systems (MITACS) research network and the Shared Hierarchical Academic Research Computing Network (SHARCNET). Further information concerning the department is available at <http://www.mathstat.uoguelph.ca/>.

The University of Guelph has over 40 faculty, across three Colleges, that conduct a broad spectrum of molecular and quantitative genetics research, including applications to plant and animal genetics and to biotechnology. The successful candidate will be expected to maintain a vigorous research program in some aspects of bioinformatics, to develop selected collaborations with geneticists, to develop a strong graduate program and to teach, at a reduced level, both graduate and undergraduate courses. Applications or nominations should include a curriculum vitae, research and teaching plans and the names of three references. Forward applications to: Dr. O.B. Allen, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1, Fax: 519-837-0221; Email: allen@uoguelph.ca. Applications or nominations will be considered until the position is filled, but initial consideration of applications will begin 1 November 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special

measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **THE UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY** — The School of Science seeks faculty to teach mathematical science. The successful candidates will be expected to conduct active and innovative research programs and to teach at the undergraduate and graduate level. In keeping with our technology-enhanced Mobile Learning environment, in which every student and professor uses a laptop, the University of Ontario Institute of Technology seeks faculty who strive to explore and develop new pedagogies. For further information visit [www.uoit.ca](http://www.uoit.ca). Applicants with research expertise in the areas of applied analysis, computational science, computer science or statistics are particularly encouraged to apply, although all fields will be considered. Applicants should possess a PhD in mathematics, statistics, computer science or a related area, a strong academic background, and a record of excellence in research. The University of Ontario Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorities. Aboriginal Peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

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■ **THE UNIVERSITY OF GUELPH** — The Department of Mathematics and Statistics at the University of Guelph invites applications for a full-time tenure track position to start July 1, 2004 or thereafter, at the rank of Assistant Professor in Statistics. Minimum qualifications are a PhD in statistics and evidence of strong research and teaching potential at all levels. All areas in statistics will be considered, but the new faculty member is expected to actively participate in our graduate program in applied statistics. Salary will commensurate with qualifications and experience. Candidates should submit by October 31, 2003, a curriculum vitae to: Dr. O.B. Allen, Chair, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1, Fax: (519) 837-0221; Email: allen@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **THE UNIVERSITY OF GUELPH** — The Department of Mathematics and Statistics at the University of Guelph invites applications for a full-time tenure track position to start July 1, 2004, or thereafter, at the rank of Assistant Professor in Mathematics. Minimum qualifications are a PhD in mathematics and evidence of strong research and teaching potential at all levels. All areas of mathematics will be considered, but the new faculty member is expected to actively participate in our graduate program in applied mathematics, which currently emphasizes Dynamical Systems, Mathematical Biology, Statistical Analysis and Optimization. Priority will be given to Numerical Analysis and Dynamical Systems. Salary will commensurate with qualifications and experience. Candidates should submit, by December 1, 2003, a curriculum vitae to: Dr. O.B. Allen, Chair, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1, Fax: (519) 837-0221; Email: allen@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

## MEDICINE &amp; DENTISTRY

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Faculty of Medicine and Dentistry, University of Western Ontario in partnership with Lawson Health Research Institute (LHRI) invite applications for the Beryl and Richard Ivey Research Chair in Rehabilitation and Geriatrics, administered through the Parkwood Hospital Foundation. The successful applicant will be based primarily at the Parkwood Hospital, London and will have a University appointment as either Associate or Full Professor within the Department of Physical Medicine and Rehabilitation, or the Division of Geriatric Medicine. The successful candidate will function as a scientific leader and role model within the research community, which includes over 30 independent investigators working in the areas of stroke rehabilitation, spinal cord injury, geriatric medicine, wound healing, veterans health, acute care and health services research in Rehabilitation and Geriatric Care. Further details can be found at [www.lawsonhealth.ca](http://www.lawsonhealth.ca) and [www.uwo.ca](http://www.uwo.ca). It is anticipated that the person appointed will already have a proven track record as a successful, independent scientist within one or more of the above areas and will further develop both rehabilitation and geriatric research, and its translation to improved health and health care policy. The successful candidate will hold a PhD, M.D. or equivalent degree. Modern facilities exist for both clinical and health services research, and the position offers excellent interaction with highly successful groups in medical imaging, regenerative medicine, psychology, musculo-skeletal medicine, ciliatation, diabetes and metabolism, and clinical neuroscience. Interested applicants with a documented research and teaching productivity and success in securing external funding support should send curriculum vitae, an outline of research interests, three reference names (David J. Hill, Lawson Health Research Institute, St. Joseph's Health Care, 268 Grosvenor Street, London, Ontario N6A 4V2) and applications will be received until the position is filled. Positions are subject to budgetary approval. Applicants should have fluent written and verbal communications in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We are committed to employment equity and welcome applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

## MICROBIOLOGY

■ **THE UNIVERSITY OF GUELPH** — The Department of Environmental and Earth Sciences of Guelph invites applications for an Assistant Professor, tenure track, in the area of Aquatic Microbiology. The successful candidate will teach and/or direct existing courses, both undergraduate and graduate, in aquatic microbiology and should have demonstrated excellence in teaching and research in this area of aquatic microbiology of surface water, groundwater and/or wastewater related to public health or toxicology as well as research interests in one or more of the following areas: molec-



## Faculty positions

At Canada's newest university, the University of Ontario Institute of Technology, we are looking forward to welcoming our first students in September. Building on a 21st-century vision of learning, research and service excellence, we invite you to consider joining us. You can help develop a reputation for being student-centred, innovative and responsive, while respecting the best traditions of Canada's great established universities. In keeping with our technology-enhanced mobile learning environment, in which every student and professor uses a laptop, our university seeks faculty who strive to explore and develop new methods of program delivery.

The University of Ontario Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men including members of visible minorities, Aboriginal Peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applications will be accepted until October 31, 2003, or until suitable candidates are found. Applicants should provide the position competition number, a curriculum vitae, a list of publications, a statement of teaching interests, outline of their current and proposed research, and the names of three confidential referees to the dean of the school, University of Ontario Institute of Technology, at [careers@uoit.ca](mailto:careers@uoit.ca).

## Faculty Positions Available

The university is recruiting tenure-stream and contractually limited faculty at all ranks who will be required as soon as mutually agreeable, but no later than July 2004. All positions are subject to budgetary approval. Faculty will be required to conduct active and innovative research programs and to teach at the undergraduate level and, in the near future, at the graduate level. Applicants should have a PhD and a record of excellence in teaching and research. For more information please visit [www.uoit.ca](http://www.uoit.ca).

## School of Business and Information Technology—Dean, Dr. Bernadette Schell

The school offers a Bachelor of Commerce (Honours) degree in which students examine organizations from a number of perspectives including how they are managed and the changing environments in which they operate. The school invites applications for several tenure-track positions at all levels and in all the functional areas of business (accounting, human resource management, marketing, operations management and finance), with added expertise in information technology, particularly information technology security. Please quote competition number UOIT03-10.

## School of Criminology and Justice—Dean, Dr. Ronald Hinck

The school will create justice professionals who can build an integrated approach to justice services including the theories, processes and concepts that are applied in the justice system, as well as ethical decision-making, critical thinking, diversity, the rights of the victim, and social justice. The School of Criminology and Justice anticipates making several tenure-track faculty appointments beginning July 1, 2004. One position is to teach introductory psychology and psychological theories of crime. Please quote competition number UOIT03-13.

Other positions will focus on social and/or criminal justice. The ability to teach courses in research methods and/or statistics will be considered an asset. Please quote competition number UOIT03-14.

## School of Education—Dean, Dr. William Hunter

The school offers a one-year Bachelor of Education degree aimed at students who have completed an undergraduate science degree and who wish to obtain their credentials to teach sciences, mathematics and computer science in Grades 7 to 12. We have proposed new four- and five-year concurrent programs and would like to extend our strengths in these areas; build additional strengths in areas such as educational technology, constructivist views of teaching and learning, problem-based teaching, information literacy and technology integration; and add faculty in a complementary area in foundations of education. Please quote competition number UOIT03-11.

## School of Energy Engineering and Nuclear Science—Dean, Dr. George Bereznoi

The school offers a Bachelor of Engineering (Honours) in Nuclear Engineering and a Bachelor of Science (Honours) in Radiation Science. Work is well underway to have two additional programs start in September 2004: a Bachelor of Engineering in Energy Systems Engineering and a Bachelor of Applied Science in Nuclear Power. Further undergraduate programs as well as graduate programs are anticipated.

The school seeks a faculty member to teach nuclear power plant thermal hydraulics. Experience with Candu technology would be an asset. The successful candidate will be expected to teach at the undergraduate and graduate levels, conduct innovative research and liaise with industry. Applicants should possess a PhD in a relevant engineering discipline, and have an excellent scholarly and professional record, including recognized achievements in research and teaching appropriate for the rank. The successful candidate must be registered as a professional engineer in the province of Ontario, or be eligible for and committed to registration. Please quote competition number UOIT03-21.

## School of Health Science—Dean, Dr. Carolyn Byrne

In collaboration with Durham College, the school offers a Bachelor of Science in Nursing (Honours) degree which will be required to begin practice as a registered nurse in Ontario beginning in 2005. The research focus is on community health issues including hospitals, public health organizations and social service agencies. Please quote competition number UOIT03-12.

## School of Manufacturing Engineering—Dean, Dr. Marc Rosen

The school offers a Bachelor of Engineering (Honours) in Manufacturing Engineering and in 2004 plans to launch programs in Mechanical Engineering (with options in mechatronics engineering and energy engineering) as well as programs in Manufacturing Engineering and Management and Mechanical Engineering and Management. Further undergraduate programs as well as graduate programs are anticipated. Strategic research directions for the school include manufacturing, the automotive industry and energy, with continuing research in mechanical engineering and other engineering areas. Some research foci include flexible manufacturing, high performance manufacturing, mechanical and automotive systems, efficient and environmentally conscious engineering, robotics, mechatronics, MEMS, CIM and energy technologies. Please quote competition number UOIT03-15.

## School of Science—Dean, Dr. William Smith

This school offers undergraduate degrees in the biological and physical sciences that explore the concepts, principles, qualitative and quantitative methods, innovative problem-solving skills, and practical applications of science. Through labs and research projects, students gain hands-on practice with current lab and measurement techniques, tools and equipment.

**Biological Science:** Applicants with research expertise in molecular biology, biocomputation or biochemistry are particularly encouraged to apply, although all fields will be considered. Please quote competition number UOIT03-16.

**Chemistry:** Applicants with research expertise in physical chemistry (including computational chemistry), biochemistry, pharmaceutical chemistry or the chemical aspects of energy science are particularly encouraged to apply, although all fields will be considered. Please quote competition number UOIT03-17.

**Mathematical Science:** Applicants with research expertise in applied analysis, computational science, computer science or statistics are particularly encouraged to apply, although all fields will be considered. Please quote competition number UOIT03-18.

**Physics:** Applicants with research expertise in computational science, biophysics or the physics of energy conversion are particularly encouraged to apply, although all fields will be considered. Please quote competition number UOIT03-19.

For further details, please refer to the classified advertisements in this edition.

# CAREERS CARRIÈRES

ultra-based methods for the detection and quantification of aquatic bacteria, viruses, fungi and/or parasites; survival and reproduction of aquatic microorganisms; microbial metabolism and transformation of chemical pollutants in aquatic systems; aquatic microbial interactions with other organisms; genomics/proteomics of aquatic microorganisms; teaching skills and/or relevant aspects of aquatic microbiology. The successful applicant may participate in the Canadian research network with other faculty in the Department as well as collaborate with the Scientists in the field and provide mentorship. The position requires a PhD in aquatic bacteriology, virology, mycology or parasitology of water (surface, ground water) and/or wastewater or a related field. Evidence of securing competitive funding from government and private sources is desirable. Salary will be commensurate with the qualifications and experience of the appointee. Applications, including a curriculum vitae, university transcripts, a statement of philosophy and interest in a career of teaching and research, a list of publications and reprints or other evidence of scholarly and academic activities and the names of three referees should be sent by October 15, 2003 to: Dr. Michael A. Dixon, Chair, Department of Environmental Biology, University of Guelph, Guelph, Ontario N1G 2W1, Fax: (519) 837-0756, Email: mdixon@uoguelph.ca. The position is expected to start from position to January 1, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

## MICROBIOLOGY & IMMUNOLOGY

**QUEEN'S UNIVERSITY** — The Department of Microbiology and Immunology at Queen's University, Kingston, Ontario, invites applications for two faculty positions at the Assistant/Associate Professor level. The first is a tenure-track position in the field of host response to infectious agents. Candidates for this position must have the ability to teach microbiology to medical students. The second is a 2-year term position in the area of molecular pathogenesis. The successful candidate for this position will seek external funding to continue research support. Candidates for both positions will be expected to establish strong, independent research programs. The Department has a broad range of interests in bacteriology, virology, immunology, and medical microbiology. Please submit a CV and names of three referees to: Dr. Lewis Tomchey, Head, Department of Microbiology and Immunology, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Review of applications will commence on September 15, 2003. Queen's University is committed to employment equity and welcomes applications from qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men, and lesbians. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Academic staff at Queen's are governed by a collective agreement between QUPA and the University that is posted at [www.queensu.ca/qupa](http://www.queensu.ca/qupa).

## MUSIC

**BRANDON UNIVERSITY** is a leader in providing high quality education to some 3,000 full and part-time students in arts, sciences, education, and music and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs, in a personalized learning environment. The School of Music, Brandon University, invites applications for a probationary tenure-track position in Instrumental Music Education/Wind Ensemble. Responsibilities will include conducting the Brandon University Wind Ensemble, teaching undergraduate and graduate courses in music education, and supervising student teachers. Other duties may be assigned in areas relevant to the successful candidate's interests and expertise. Evidence of successful instrumental music teaching in school and/or university settings is required. A completed or nearly completed doctorate is preferred. Rank and salary commensurate with qualifications and experience. Start Date: August 1, 2004. Deadline for Applications: November 14, 2003 or until the position is filled. Please send a letter of application, including a CV, conducting videotape if available, and names/addresses of three references to: Glen Conrath, Dean, School of Music, Brandon University, 270-18 Street, Brandon, MB R7A 6A9. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

**BRANDON UNIVERSITY** is a leader in providing high quality education to some 3,000 full and part-time students in arts, sciences, education, music and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs, in a personalized learning environment. The School of Music, Brandon University, invites applications for a probationary tenure-track position in vocal studies. Responsibilities will include teaching one-on-one voice to undergraduate and graduate students. Other duties may be assigned in areas relevant to the successful candidate's interests and expertise. Evidence of professional performing and teaching experience and a master's degree or equivalent are required. Rank and salary commensurate with qualifications and experience. Start Date: August 1, 2004. Deadline for Applications: November 14, 2003 or until the position is filled. Please send a letter of application, including a CV, CD, and names/addresses of three references to: Dr. Glen Conrath, Dean, School of Music, Brandon University, Brandon, MB R7A 6A9. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

**THE UNIVERSITY OF TORONTO** — The Faculty of Music seeks a tenure-track position whose primary focus is on theory and analysis. Preference will be given to those who can demonstrate a thorough grasp of the field and who are well versed in other approaches to the study of musical structure. The successful candidate will demonstrate strong teaching skills and a promising career as a scholar. Teaching responsibilities will include participation in our core curriculum as well as upper level undergraduate and graduate seminars. This tenure-track appointment will be at the rank of Assistant Professor. The successful candidate must have a completed PhD. The appointment begins July 1, 2004. Applicants should send a current CV, samples of their work, and arrange to have three letters of reference sent to David Beach, Dean, Faculty of Music, University of Toronto, 80 Queen's Park Crescent, Toronto, Ontario, Canada M5S 2C5. Letters of reference should address potential as a publishing scholar and provide evidence of successful teaching. To ensure full consideration, materials must be received by October 15, 2003. The University of Toronto is committed to diversity within its community and especially welcomes applications from visible minority group members, persons with disabilities, members of sexual minority groups, and others who may contribute to the diversity and enrichment of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

## NEUROLOGY

**THE UNIVERSITY OF CUPLP** — The Department of Clinical Studies, Ontario Veterinary College, is seeking applications to fill a tenure track faculty position in Neurology at the rank of Assistant Professor. Applicants must have a DVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario, and should be a diplomate of the American College of Veterinary Internal Medicine (Neurology) or eligible for that certification examination. Possession of an advanced degree is desirable. The ideal candidate should have a strong background in clinical Neurology with outstanding teaching and communication skills. The successful candidate will work with two other neurologists to provide didactic and clinical instruction in Neurology and related disciplines to undergraduates, interns, residents, and graduate students. Service activities will include the management of patients and consultation in the Veterinary Hospital. Research and limited administrative activities. Candidates must have demonstrated research capability and research of a collaborative nature, consistent with the goals of the Department and College, is expected. Numerous research opportunities are supported by several grants. There are opportunities for collaboration with three nearby medical schools. The deadline for applications is October 15, 2003 or until a suitable candidate is identified. Contact: Dr. Christopher Brown, Chair, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1, (519) 823-8800, ext. 2781, Fax: (519) 767-1111, e-mail: [cbrown@uoguelph.ca](mailto:cbrown@uoguelph.ca). Please send a letter of application, a current curriculum vitae, and the names of three referees. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

## NEUROSCIENCE

**MCGILL UNIVERSITY** — The Montreal Neurological Institute of McGill University invites applications from outstanding candidates for two Research Associate positions, each with an Assistant Professor (part-time) appointment. The successful candidates will hold an MD or PhD degree in a field related to the study of myelin and synapse formation in the vertebrate brain. Comprehensive skills in molecular biology (including manipulation of large genomic DNA pieces), primary tissue culture of neural cells, immunocytochemistry, and laser scanning confocal microscopy are essential skills for these positions. Salary will be commensurate with qualifications. Applicants should submit a letter of interest, curriculum vitae, and the names of three referees to: Ms. F. Lunn, Personnel Unit, McGill University, Montreal Neurological Institute, 3803 University St., Room 535, Montreal, QC, Canada, H3A 2B4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications should be received by October 15, 2003.

## NURSING

**THE UNIVERSITY OF WINDSOR** invites applications for a tenure track faculty position in the Faculty of Nursing at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at [www.uwindsor.ca/facultysearch](http://www.uwindsor.ca/facultysearch). Contact: Dr. Elaine Outly, Dean, Faculty of Nursing, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519 253-3000, Ext. 2259, Fax: 519 973 7084, Email: [outly@uwindor.ca](mailto:outly@uwindor.ca). For information on the University of Windsor, visit our website at [www.uwindsor.ca](http://www.uwindsor.ca). Recruitment at 877-665-6608 (toll free) or recruit@uwindor.ca.

## OBSTETRICS & GYNACEOLOGY

**MCGILL UNIVERSITY - ROYAL VICTORIA HOSPITAL** Embryologist. Applications are invited by the McGill Reproductive Centre for a full-time embryologist located in their unit at the Royal Victoria Hospital. The candidate must have a bachelor's degree in a biological field and at least two (2) years' experience in all aspects of laboratory procedures involved in human assisted reproduction, including ICSI. Knowledge of in vitro maturation of oocytes, PGD and/or

the ability to work autonomously in a sterile unit would be an advantage. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. For an overseas applicant, the position is subject to obtaining a valid Canadian immigration work visa. McGill University is committed to equality in employment. Please send application letter and curriculum vitae with the names of three (3) references to: Dr. Seang Lun Tan, James Edmund Oodis Professor and Chairman, Department of Obstetrics and Gynaecology, McGill University, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec, Canada, H3K 1A1; Fax: (514) 643-1678, Email: [seangtan@montmccgill.ca](mailto:seangtan@montmccgill.ca).

## OCCUPATIONAL THERAPY

**THE UNIVERSITY OF BRITISH COLUMBIA** — Head, Division of Occupational Therapy. An exceptional opportunity is available for an accomplished administrator, educator and scholar to lead the Division of Occupational Therapy through a period of renewal and growth. Reporting to the Director, School of Rehabilitation Sciences, the Head is responsible for the professional program, leading to the Master of Occupational Therapy degree. The Head represents the professional program to the university and health care community, fostering affiliation agree-

ments with community health agencies and liaisons with over 100 clinical faculty members. An innovative expansion initiative is under development, which requires an individual to participate in the design of new space and new models of delivering the education programs. As a faculty member, the Head teaches in the professional and graduate programs, supervises graduate students, and conducts research in an area of relevance to occupation, occupational therapy practice, and/or rehabilitation. The School of Rehabilitation Sciences is composed of 17 STE faculty members, two associate chairs, 6 support staff, 144 professional program students and over 25 graduate students in MSc and PhD programs. In addition to a post-graduate certificate program offered entirely on-line, Faculty members have distinguished themselves in education and research, as evidenced by awards and grants in both higher education and scholarship. Research affiliations with the world-renowned International Collaboration on Repair Discoveries (ICORD), Arthritis Research Centre of Canada, Centre of Excellence on Immigration and Integration, among others, provide outstanding opportunities for research and scholarship. UBC is located on the scenic Point Grey peninsula, 25 minutes from downtown Vancouver, with superb access to outdoor recreation, sports and cultural activities. Faculty and staff have a vibrant life on campus, offering an opportunity to explore the real estate

market after arrival in Vancouver. Applications are invited for a full-time, tenure track position at an academic rank and salary commensurate with qualifications, and a 5-year (renewable) administrative appointment as Head, Division of Occupational Therapy. The ideal candidate possesses a doctoral degree (PhD preferred), is eligible for membership in the College of Occupational Therapists of British Columbia and the Canadian Association of Occupational Therapists, is an experienced educator and researcher, has a minimum of three years in leadership or management positions, together with excellent communication skills. The position is available immediately, subject to final budgetary approval. The deadline date for applications is October 1, 2003. Please forward curriculum vitae, 2 representative publications, and the names of 3 referees to: Lesley Bainbridge, Interim Director, School of Rehabilitation Sciences, University of British Columbia, 1325-2111 Westbrook Mall, Vancouver, BC V6T 2B5. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified individuals to apply; however, Canadians and permanent residents of Canada will be given priority.

**THE UNIVERSITY OF TORONTO** — The Department of Occupational Therapy at the University of Toronto is inviting applications for three tenure stream positions. Part of Canada's premiere health sciences community, the Department is committed

to providing excellence in research and teaching in occupational therapy. An innovative and dynamic home to two graduate programs, the Department prepares entry-level MScOT graduates to be research-based practitioners in occupational therapy, and graduates from the doctoral stream program in the Graduate Department of Rehabilitation Sciences (GDRS) to be the next generation of scientists and educators. The Department of Occupational Therapy is in exciting new facilities at 500 University, and has state of the art classrooms, and discipline-specific teaching laboratories, including an Orthotics and Assistive Design Lab, an Assistive Devices and Augmentative Communication Lab, and an Occupational Performance Lab. The excellent new research facilities are designed to support growth and collaboration in our faculty's research programs. The Department is seeking applications from highly productive, eager individuals who hold or are near to completing a doctoral degree in occupational therapy or a related discipline. Preference will be given to candidates having a background in occupational therapy in the areas of return to work, assistive technology, gerontology, pediatrics, or clinical engineering. Responsibilities for these positions will include creating and maintaining an active program of research and teaching in both the professional graduate program in the Department and the research stream graduate

## Director of The Muriel McQueen Fergusson Centre for Family Violence Research University of New Brunswick



The University of New Brunswick invites applications for the position of Director of the Muriel McQueen Fergusson Centre for Family Violence Research.

The primary mandate of the Centre is to co-ordinate research directed at understanding, treating, preventing and ultimately eliminating family violence. The Centre is housed at the University of New Brunswick, Fredericton campus. The Director is responsible for fostering and coordinating the research activities of the Centre, and will actively pursue and optimize funding support for its work.

The Centre for Family Violence Research is a founding member of the Alliance of Five Research Centres on Violence established in 1997. Each Centre conducts participatory action research in its own region and actively disseminates findings in ways that can be applied in the community. The five centres also collaborate to conduct research and address family violence issues at a national level.

The successful candidate will have a doctoral degree with a strong publication record in an appropriate area and a track record of obtaining research grants. The Director will also have experience partnering with community organizations and initiating collaborative research.

Interested individuals should send a curriculum vitae, recent publications, a statement of community involvement, and three letters of reference by October 15, 2003 to the address shown below. This is a full-time appointment for a renewable five-year term, effective July 2004. The successful candidate will be eligible for appointment to a tenured or tenure-track position in an appropriate faculty.

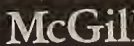
All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of New Brunswick is committed to the principle of employment equity. Further information about the University of New Brunswick may be obtained at [www.unb.ca](http://www.unb.ca).

Janet Wright & Associates Inc.  
21 Bedford Road, Suite 300  
Toronto, Ontario M5R 2J9 Fax: 416-923-8311  
Email: [resumes@wasearch.com](mailto:resumes@wasearch.com)  
[www.wasearch.com](http://www.wasearch.com)



## Janet Wright & Associates Inc.

## Trenholme Director of Libraries McGill University



McGill University is seeking a dynamic professional to become the next Trenholme Director of Libraries. The position is funded by a named endowment.

The first of its kind in Canada, the appointment will be made for an initial five-year renewable term, effective June 1, 2004, or as soon as mutually agreed thereafter.

Located in exciting, multicultural Montreal, McGill is one of Canada's premier research-intensive, medical-doctoral universities, offering a broad range of graduate and undergraduate programmes. McGill Libraries play a key role in teaching and research at the University. Significant investments in infrastructure, computer equipment, systems, base funding, and special projects have been made over the past several years. Further investments are planned.

The Director is responsible for the leadership and administration of McGill's system of fourteen libraries, with combined collections of over 3.3M volumes. For further information about McGill and McGill Libraries, please visit the University website at [www.mcgill.ca](http://www.mcgill.ca).

To fill this challenging position, McGill is seeking a leader who will foster new directions and forge new collaborations. A detailed Position Profile, outlining the credentials and experience of the ideal candidate, is available at [www.library.mcgill.ca](http://www.library.mcgill.ca).

Applications should include a covering letter, current curriculum vitae, the names of at least three referees, and a statement of vision for a successful university library and the roles of librarians and the Director.

Review of nominations, applications and expressions of interest will begin on 17 October 2003 and continue until the position is filled. In accordance with Human Resources Development Canada policy, Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment. For information, and to discuss this outstanding professional opportunity, please respond in confidence to the address shown below.

Janet Wright & Associates Inc.  
21 Bedford Road, Suite 300  
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[www.wasearch.com](http://www.wasearch.com)



## Janet Wright & Associates Inc.

## CAREERS CARRIÈRES

program in GORS. The three appointments will be made at the assistant professor level, or higher. Rank and salary will be commensurate with qualifications. Review of applications will continue until the three positions are filled. Interested applicants should send a curriculum vitae, a statement of teaching and research interests and the names of three referees to: Dr. Helene Polatajko, Professor and Chair, Department of Occupational Therapy, Faculty of Medicine, University of Toronto, Rehabilitation Sciences Building, 500 University Avenue, 9th Floor, Toronto, Ontario M5G 1V7. Email: h.polatajko@utoronto.ca Website: www.utoronto.ca. Competition Deadline: Will remain open until filled. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, persons with disabilities, persons with disabilities,

members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

## PEDIATRICS

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Applications are invited for full-time positions as Assistant Professors in the Department of Paediatrics, Section of Cardiology. Candidates must hold a Fellowship in Paediatrics from the Royal College of Physicians and Surgeons of Canada or equivalent and have completed further accredited training in Paediatric Cardiac Medicine. Clinical duties will be shared with 2 other specialists in Cardiac Medicine. Successful applicants are expected to develop a strong program in clinical or basic

research and to participate in the medical educational programs of the University of Western Ontario. Salary is commensurate with experience and training. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until the positions are filled. Interested individuals are requested to send a current curriculum vitae to: T.C. Frewen, MD, FRCP, FACP, Professor and Chair, Department of Paediatrics, University of Western Ontario, Children's Hospital of Western Ontario, 800 Commissioners Road E, London, Ontario N6E 2V5.

## PHARMACY &amp; PHARMACEUTICAL SCIENCES

■ **THE UNIVERSITY OF ALBERTA** — The Faculty of Pharmacy and Pharmaceutical Sciences invites applications for a full-time tenure-track position at the level of Assistant Professor in Medicinal Chemistry. Applicants will have a doctoral degree and have their research emphasis in the area of medicinal chemistry or bioorganic medicinal chemistry. Postdoctoral research, industrial and/or teaching experience would be desirable. The successful candidate will be expected to develop an active research program through extramural funding to complement an established research facility. Teaching responsibilities include participation in both undergraduate and graduate level courses. The Faculty of Pharmacy and Pharmaceutical Sciences offers one of the strongest Pharmacy degree programs in Canada. The Faculty has 420 undergraduate and 50 graduate students, and the University of Alberta has approximately 30,000 students. Excellent opportunities exist for collaborative research with other disciplines within the Faculty and University as well as outside the University. The University of Alberta is located in Edmonton, a vibrant, cosmopolitan city of 875,000 and the provincial capital. The friendly, affordable city offers a rich cultural life and diverse recreational opportunities. The campus is located adjacent to one of the largest municipal park systems in North America and is approximately 3.5 hours by car from the Canadian Rocky Mountains. The University of Alberta, in addition to having one of the most generous relocation expense policies of any university in Canada, also has the most comprehensive policy respecting spousal/partner employment amongst any university in Canada. Applications will be considered until the position is filled. Interested individuals should submit a letter of interest, curriculum vitae, a description of research and teaching interests, and the names and addresses of three references to: Dean Franco M. Pasutto, University of Alberta, Faculty of Pharmacy and Pharmaceutical Sciences, 3118 Dentistry/Pharmacy Centre, Edmonton, Alberta, Canada T6G 2N6. Telephone: (780) 492-5199; Fax: (780) 492-1843; E-mail: fpasutto@pharmacy.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

encouraged to apply. Knowledge of the relevant languages is expected. The successful candidate will be expected to teach core courses in the department, including ethics and logic, and will have the opportunity to participate in the Graduate, Medical, and Renaissance Studies Program at the U of A. Applicants must send a letter describing teaching and research strengths, a curriculum vitae detailing background preparation, experience and publications (attach sample publications), and documenting teaching ability (include teaching evaluations) as well as arrange for three confidential letters of reference. On October 1, 2003, we will begin to consider completed files and to arrange interviews. The search will continue until a successful candidate is found. Interested candidates should submit application materials to: Dr. C. Still, Department Head, Department of Philosophy, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6, or by email to: carl.still@usask.ca. Salary will be commensurate with qualifications and experience. In compliance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of other designated groups are encouraged to send self-identity on their application. For more information on the Philosophy Department and St. Thomas More College visit <http://stmcollege.ca>, or contact Dr. Still at 306-966-8934 (voice mail, 306-966-8935) or by email to: carl.still@usask.ca.

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts & Science has one tenure-track position available in Analytic Philosophy. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/philosophy>.

■ **DALHOUSIE UNIVERSITY** — The Department of Philosophy at Dalhousie University invites applications for a tenure stream appointment at the level of Lecturer/Assistant Professor level, effective July 1, 2004. This position is subject to budgetary approval. Areas of teaching: Informal logic, Scientific Reasoning. The successful applicant will be teaching an interdisciplinary course in computing ethics at the introductory level and Cognitive Science/Philosophy of Mind at the advanced level and advanced levels. Applicants should hold or be about to receive a PhD in Philosophy. Salary will depend upon qualifications and experience. A complete curriculum vitae, transcripts, a writing sample, evidence of teaching effectiveness, and three letters of recommendation are required for application. A strong record of publication will be an asset. Applications should be sent to Nathan Brett, Department Head, Philosophy, Dalhousie University, Halifax, NS, Canada B3H 4P9. (Please use nbrett@dal.ca for correspondence). Please note the closing date for applications is 15 October 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **McGILL UNIVERSITY** — Assistant Professor, tenure track, beginning August 2004. AOS: moral or social/political philosophy. The Department seeks candidates excellent in research and teaching, with broad philosophical interests, who are able to interact with colleagues in a variety of areas in philosophy. Teaching load: four undergraduate and graduate courses per year.

(Normally two in each semester; graduate (PhD) and undergraduate supervision. Usual academic requirements will be expected to be met by time of appointment. Supporting material must include a CV, a transcript or list of graduate coursework, a representative sample of written work, and three letters of reference. Deadline for receipt of complete applications: November 3, 2003. Address: Search Committee (Ethics), Dept. of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, QC, Canada H3A 2T7. The Department regrets that it cannot accept application materials by fax or by e-mail, and that application materials cannot be returned. McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. The language of instruction at McGill is English, but a working knowledge of French is an asset.

■ **SIMON FRASER UNIVERSITY** — The Department of Philosophy invites applications for an appointment as Lecturer, effective September 1, 2004. Candidates must hold a PhD or be near completion. Currency in the discipline is essential, but there is no requirement of research activity. Preference will be given to candidates with demonstrated strength in lower division teaching. Supervision of TAs is a regular feature of lower division courses. Desirable areas of teaching competence at the introductory level include: critical thinking, logic, ethics, epistemology and meta-ethics. Ability to teach introductory history of philosophy and philosophy of science would also be an asset. Normal teaching load is eight classes over twelve months (SFU has a trimester system), with provision for non-teaching terms and study leaves. The appointment will be for one year, after which it becomes an appointment without term. Applicants should submit a detailed letter of application, curriculum vitae, transcript of academic record, evidence of teaching record and teaching philosophy, and ask three referees to send letters to: Dr. Phil Hanson, Chair, Department of Philosophy, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6. Application deadline: November 17, 2003. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. Position subject to budgetary approval.

School of Kinesiology and Health Science  
TENURE-TRACK POSITIONS

York University is situated within a culturally diverse urban setting in northern Toronto at the centre of the greater Toronto Area. The School of Kinesiology and Health Science, Faculty of Pure and Applied Science and Faculty of Arts at York University, invites applications for seven tenure-track appointments at the

www.yorku.ca



Assistant Professor level in the areas indicated below. The starting date is July 1, 2004. All positions at York University are subject to budgetary approval. Further information about the School can be obtained at [www.kinesiology.yorku.ca](http://www.kinesiology.yorku.ca) and [www.yorku.ca/kahs](http://www.yorku.ca/kahs)

## Epidemiology of Physical Activity, Fitness and Health

Expertise in physical activity, fitness and health in areas such as, but not limited to, pediatric, geriatric, chronic disease, obesity, public health or physical activity behaviour assessment

## Muscle Exercise Physiology

Specifically in the area of molecular muscle physiology and gene expression

## Cardiovascular Physiology

Specifically in relation to human health, physical activity and athletic performance.

## Motor Control/Neuroscience

Specifically in relation to various aspects of the central control of movement, possibly with clinical/health-related applications

## Human Nutrition/Metabolism

Specifically in relation to health, physical activity and athletic performance

## Rehabilitation/Therapy

Including, but not limited to, neural, cardiovascular and musculoskeletal disorders. A background in athletic therapy or biomechanics would be an asset

## Psychology of Physical Activity/Exercise/Sport

Expertise in psychological aspects of physical activity, exercise and sport

## Sociocultural Aspects of Kinesiology and Health Science

Specific interest in ethics in relation to areas such as, but not limited to: health science, sport, physical activity, race, gender, history, philosophy or sociology

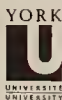
## Epidemiology/BioStatistics

Expertise in biostatistics/epidemiology and study design relating to health areas such as, but not limited to: pediatric, geriatric, chronic disease and obesity

Duties will include undergraduate and graduate teaching and supervision in the Graduate Program in Kinesiology and Health Science (MA, M.Sc. and PhD). Candidates must have a PhD, and demonstrate competency in undergraduate teaching. The present Masters and doctoral programs cover health-related aspects of exercise physiology, motor control, biomechanics, psychology and fitness. Applications from individuals with an interest in health and knowledge of the effects of physical activity are particularly welcome. A previous and promising publication record in related journals is essential. High priority will be given to candidates with the ability to develop a productive research program supported by external funding.

Applicants should send a curriculum vitae, a covering letter stating future research goals, as well as three relevant reprints, and have three letters of reference sent directly by November 14, 2003, to: Dr. Roger Kellon, Chair, School of Kinesiology and Health Science, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: rkellon@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's Web site at [www.yorku.ca/acadobj](http://www.yorku.ca/acadobj) or a copy can be obtained by calling the Affirmative Action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



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Tenure Stream Position  
Marketing Area

The Schulich School of Business at York University in Toronto, Canada, invites applications for an assistant professor level, tenure-stream opening commencing July 1, 2004.

Preferred candidates will:

- have a strong record of scholarly achievement appropriate to their level, or have evidence of significant research potential
- have evidence of potential for teaching effectiveness
- have completed or being nearing completion of their PhD.

The deadline for receiving applications is October 15, 2003.

Please send curriculum vitae to:

Dr. Eileen M. Fischer  
Area Coordinator, Marketing  
Schulich School of Business  
York University  
4700 Keele Street  
Toronto, Ontario M3J 1P3  
Tel: 416-736-2100, Ext. 77957  
Email: efischer@schulich.yorku.ca

Salary and benefits are competitive. This position is subject to budgetary approval

York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Schulich School of Business welcomes applications from persons in these groups. The Affirmative Action Program can be found on our website at <http://www.yorku.ca/calacadjobsindex.htm> or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

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## CAREERS CARRIÈRES

are referred to the general advertisements for the Queen's National Science Foundation grant or to the website <http://www.queensu.ca/principals/special.html>. The School of Physical and Health Sciences is a dynamic inter-disciplinary unit offering undergraduate courses in the physical, behavioural and social sciences, as well as behavioural and applied exercises sciences. Applications on the School's PHE can be found at <http://www.phe.queensu.ca>. The School is seeking an innovative researcher and excellent teacher who will contribute to the mission of examining the role of physical activity as a mediator in the determination of health and productivity individually or in society. The successful candidate would teach in the undergraduate Health program and the graduate program offered by the School. Applications will be accepted until October 10, 2003 for decisions on the QNS applications in January 2004. Applicants should submit a letter of application that includes a description of their research direction and teaching philosophy, a curriculum vitae including scholarly productivity and external funding, as well as evidence of undergraduate teaching experience. Applicants should also arrange to have letters of reference from three individuals supporting both teaching and research potential sent to Dr. Janice Deakin, Director, School of Physical and Health Sciences, Queen's University, Kingston, Ontario Canada K7L 3N6, Tel: (613) 533-6601; Fax: (613) 533-2009; Email: [sam20post.queensu.ca](mailto:sam20post.queensu.ca). In accordance with Canadian Immigration requirements, Canadian citizens or permanent residents will be considered first for this position. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified men, women, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. Academic staff are governed by a collective agreement between the Queen's University Faculty Association and the University which is posted at <http://www.queensu.ca/gafa>.

## PHYSICAL ACTIVITY &amp; SPORT STUDIES

■ **THE UNIVERSITY OF WINNIPEG** — The Physical Activity and Sport Studies unit invites applications from qualified men and women for a full time continuing Laboratory Instructor position. The position is for a 9-month appointment, the appointment is effective July 1, 2004. Salary is commensurate with qualifications and experience. We invite applications from individuals who demonstrate teaching expertise in Sport Science, Athletic Therapy and Pedagogy Labs. Demonstrated teaching expertise in sport and physical activity courses is also desirable. The successful applicant will be primarily responsible for coordinating and managing Sport Science, Athletic Therapy, and Pedagogy Labs including the purchase of equipment and supplies, conducting inventories, scheduling and supervising student lab facilities, overseeing lab demonstrations, and teaching. Courses may include, but are not restricted to: Human Anatomy, Exercise and Care of Injuries, Exercise Physiology, Biomechanics, Assessment and Rehabilitation of Sport Injuries, Injuries of the Human Body, Physiology, as well as various pedagogy and activity courses with a lab component. Applicants should have degrees in physical education, physical activity and sport studies, kinesiology, or a related area. Graduate degrees, underway or near completion, are desirable. The University of Winnipeg is primarily an undergraduate liberal arts institution. We have a strong commitment to undergraduate teaching excellence and research. Physical Activity and Sport Studies serves Education students, students taking course in Athletic Therapy, as well as students pursuing a Sport Studies or Coaching major or minor. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents of Canada. Interested candidates should, by February 1, 2004, send their curriculum vitae listing three references to: Dr. David Fitzpatrick, Coordinator, Physical Activity and Sport Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9, Tel: (204) 783-7866, E-mail: [d.fitzpatrick@uwinnipeg.ca](mailto:d.fitzpatrick@uwinnipeg.ca).

■ **THE UNIVERSITY OF WINNIPEG** — The Physical Activity and Sport Studies unit invites applications from qualified men and women for a probationary full time tenure track position at the rank of instructor, lecturer, or assistant professor, depending upon experience and qualifications. Subject to budgetary approval, this appointment is effective July 1, 2004. Salary is commensurate with qualifications and experience. Applications are invited from competent individuals with demonstrated teaching expertise in one or more of the following areas: Introductory concepts and topics in physical activity and sport, health, fitness, coaching, motor behavior, pedagogy, athletic therapy, and activity courses. Applicants should have a PhD completed or underway, have the ability to conduct research and submit a scholarly contribution to the functioning of the Physical Activity and Sport Studies Program. The University of Winnipeg is primarily an undergraduate liberal arts institution. We have a strong commitment to undergraduate teaching excellence and research. Physical Activity and Sport Studies serves Education students, students taking course in Athletic Therapy, as well as students pursuing a Sport Studies or Coaching major or minor. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents of Canada. Interested candidates should, by February 1, 2004 send a curriculum vitae, listing three references to: Dr. David Fitzpatrick, Coordinator, Physical Activity and Sport Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, R3B 2E9, Tel: (204) 783-7866, e-mail: [d.fitzpatrick@uwinnipeg.ca](mailto:d.fitzpatrick@uwinnipeg.ca).

## PHYSICS

■ **THE UNIVERSITY OF TORONTO** — Postdoctoral research fellowships beginning September 1, 2004 are being offered at the Canadian Institute for Theoretical Astrophysics. A PhD in any field of theoretical astrophysics is required. Fellows are expected to carry out original research in the theoretical astrophysics under the general supervision of the permanent faculty whose interests include: cosmology, interstellar matter, nuclear and relativistic astrophysics, solar physics, star and planet formation, high energy astrophysics. We would prefer electronic submissions. See the CITA web page at <http://www.cita.utoronto.ca/webpages/index.shtml> for instructions. Applicants unable to do this, should send a curriculum vitae, statement of research interests and arrange to have 3 letters of recommendation sent to: Prof. J. Richard Bond, Director, CITA, McLennan Labs, 60 St. George Street, Toronto, Ontario Canada, M5S 3H8. The deadline for applications and letters of recommendation is 1 December, 2003. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities.

■ **THE UNIVERSITY OF TORONTO** — The Canadian Institute for Theoretical Astrophysics expects to offer one or more Senior Research Associate positions of three to five years duration. The start date will be September 1, 2004. Applicants who have an excellent research record in astrophysics. To be considered for a five-year appointment, applicants should have some postdoctoral experience. The primary duty is to carry out original research in theoretical astrophysics, but senior research associates are also expected to work with postdoctoral fellows and to assist with administration of the Institute. Applicants for senior research associate positions will be automatically considered for postdoctoral positions. We would prefer electronic submissions. See the CITA web page at <http://www.cita.utoronto.ca/webpages/index.shtml> for instructions. Applicants unable to do this, should send a curriculum vitae, statement of research interests and arrange to have 3 letters of recommendation sent to: Prof. J. Richard Bond, Director, CITA, McLennan Labs, 60 St. George Street, Toronto, Ontario Canada, M5S 3H8. The deadline for applications and letters of recommendation is 1 December, 2003. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities.

■ **DALHOUSIE UNIVERSITY** — The Department of Physics and Atmospheric Science seeks to appoint an assistant professor (tenure track) in theoretical physics, effective July 1,

2004. We are a research-intensive department strong in materials science, biophysics, condensed matter physics, and atmospheric science. We have hired eight new faculty members in the last three years. Applicants should have a PhD in Physics, preferably with postdoctoral experience. The appointee will value good teaching, will have demonstrated excellence in research, and will vigorously pursue research and funding opportunities. The position is targeted to a materials scientist investigating the electronic or structural properties of heterogeneous systems (e.g., interfaces, organic macromolecules and living cells). However, any exceptional experimental or theoretical candidate who complements or extends our existing strengths is encouraged to apply and will be seriously considered. Dalhousie, with 13,700 students (3500 graduate), is one of Canada's leading research and teaching universities. The newly established Institute for Research in Materials ([www.irm.dal.ca](http://www.irm.dal.ca)), comprising over 50 faculty members and their extensive research infrastructure, offers exceptional opportunities for collaborative research. Dalhousie is located in Halifax, which is the largest city in Atlantic Canada and offers an outstanding quality of life. The university's new special hiring policy provides excellent opportunities for women and minorities. Applicants should submit by regular mail or by fax (902-494-5191) a curriculum vitae, list of publications, a research plan, a statement of teaching interests, and arrange for at least three letters of reference to be sent to Gerhard Struik, Chair, Dept. of Physics and Atmospheric Science, Dalhousie University, Halifax, NS B3M 3J5, Canada. For specific inquiries please call 902-494-2337 or email [physics@dal.ca](mailto:physics@dal.ca). See [www.physics.dal.ca](http://www.physics.dal.ca) for general background on our department and the region. Applications received prior to October 1, 2003 will receive full consideration. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disability, racial visible persons and women.

■ **QUEEN'S UNIVERSITY** — Applications are invited for a tenure-track position at the Assistant Professor level. The preferred starting date is January 1, 2004. Applicants must have a PhD degree or equivalent experience, and will be expected to acquire and maintain professional engineering registration in Canada. Appropriate industrial and teaching experience is desirable. The appointee will be expected to provide instruction in the Engineering Program, to establish a strong program of research and graduate student supervision and links to industry, and to participate in administrative duties. The salary offered will be commensurate with qualifications and experience. The primary selection criterion will be the quality of the candidate as judged against our goals of prepar-

ing students for careers in high technology industry and research, and of enhancing our research at the interface between basic science and its application to emerging technology. Currently the Department has major applied physics research groups involved in the development of non-destructive inspection techniques and applied magnetics, in medical ultrasonics, in optoelectronics, and in materials research in ceramic, thin film, ferroelectric and electronic devices. Other research in the Department includes studies of polymers, nanophysics, neutron scattering, electronic structure of materials, astronomy and astrophysics, and neutron physics at the Sudbury Neutrino Observatory. Additional information about the Department and University is available at <http://www.physics.queensu.ca/>.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. Please submit a detailed curriculum vitae, a statement of research and teaching interest, and arrange to have three letters of recommendation sent to: Dr. David A. Hones, Head, Department of Physics, Queen's University, Kingston, Ontario K7L 3N6, Canada; Tel: 613-533-2706; Fax: 613-533-6967. Review of applications will begin on October 15, 2003 and continue until the position is filled.

■ **THE UNIVERSITY OF ALBERTA** — The Department of Physics ([www.phys.ualberta.ca](http://www.phys.ualberta.ca)) invites applications from outstanding scientists for a senior position (Full Professor) in Subatomic Physics. The successful candidate will be nominated for a senior (Tier 1) Canadian Research Chair ([www.chairs.gc.ca](http://www.chairs.gc.ca)). We are especially interested in candidates whose research involves particle physics, but we encourage applications from outstanding candidates in all subfields of subatomic physics. Applicants should have established an outstanding research program and be committed to undergraduate and graduate teaching. The Department has 36 faculty with research interests in subatomic physics, astrophysical sciences, condensed matter physics, and geophysical sciences. Our subatomic



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## Tenure-Stream Position Finance

The Schulich School of Business at York University in Toronto, Canada is seeking two tenure-stream faculty appointments in Finance at the assistant level effective July 1, 2004. Desired Finance specialties are international corporate finance, corporate finance or financial econometrics.

## Preferred candidates will:

- possess a completed PhD
- have demonstrated excellence in research and teaching commensurate with rank
- have demonstrated ability to teach in PhD, MBA and BBA programs.

Applications will be accepted until the positions are filled. To apply please submit curriculum vitae, three letters of reference, examples of research and information on teaching performance to:

Professor Gordon S. Roberts,  
Chair, Finance Area Recruiting Committee  
Schulich School of Business  
York University  
4700 Keele St.  
Toronto, Ontario  
Canada M3J 1P3  
Email: [groberts@schulich.yorku.ca](mailto:groberts@schulich.yorku.ca)

Salary and benefits are competitive. This position is subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website [www.yorku.ca/cadajobs](http://www.yorku.ca/cadajobs) or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

Simon Fraser University  
Assistant Professor  
Department of Women's Studies

The Women's Studies Department at Simon Fraser University invites applications for a Tenure Track position at the rank of Assistant Professor.

A PhD or equivalent is required, as is evidence of research related to Women's Studies. Evidence of teaching experience in Women's Studies or interdisciplinary studies would be an asset. We are interested in candidates with a social science and feminist methods background. Specialization is open, however the department has a particular interest in one or more of the following areas: First Nations Women, Canadian Women's History, Feminist Legal Studies, Disabilities Studies, or Critical Social Policy. The successful candidate will be expected to develop and carry out a research program, teach at both the undergraduate and graduate level including an introductory Women's Studies course, and contribute to the running of the department.

The Women's Studies Department offers undergraduate minor, major, and joint major degrees in Women's Studies and a minor in Gender Studies. At the graduate level a strong MA program has been in place since 1985 and a PhD program is being developed with the first intake of students planned for September 2004.

In accordance with Canadian immigration requirements this advertisement is directed to people who are eligible for employment in Canada at the time of application.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

Candidates should a) mail or courier a curriculum vitae and b) arrange to have sent directly three letters of reference which include an evaluation of their teaching, research, and service to: Marjorie Griffin Cohen, Chair, Women's Studies Department, Simon Fraser University, Burnaby, BC V5A 1S6; Phone: (604) 291-5526; Fax: (604) 291-5518; e-mail: [mcohen@sfu.ca](mailto:mcohen@sfu.ca); <http://www.sfu.ca/womens-studies/>.

Before September 1, 2003, please send enquiries to Meredith Kimball ([Kimball@sfu.ca](mailto:Kimball@sfu.ca)). After September 1, 2003, please send enquiries to Marjorie Griffin Cohen ([mcohen@sfu.ca](mailto:mcohen@sfu.ca)). Completed applications must be received by the Women's Studies Department no later than 30 September 2003. We do not have the resources to process applications sent as e-mail attachments or by fax. Therefore, applications will only be accepted if sent by regular mail or courier. This position is subject to final budgetary authorization.

## WE WANT YOU

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McMaster University, one of the most innovative research-intensive universities in Canada, is the preferred place for study and work by 17,500 full- and part-time students and more than 5,500 employees. The University is dedicated to creative learning and groundbreaking research, and the combination of those two elements into the best programs for students. We are looking for professionals who will rise to challenging and rewarding work while enjoying above average compensation.

## University Registrar

**YOU WILL...** be accountable for the strategic and dynamic leadership of the Office of the Registrar's undergraduate recruitment, admission, registration, scheduling, examination, and convocation processes. As a member of our senior management team, reporting to the Provost, you will lead the Office of the Registrar by establishing the strategic direction, objectives, and departmental goals; overseeing the development and implementation of systems, services, and programs that support and enhance the operation; ensuring consistent application of legislation and academic policies that affect registration and record-keeping; developing and maintaining collaborative relationships with University offices; and developing and maintaining external relationships with other universities, provincial and federal agencies, boards of education, and parent and student groups.

**YOU ARE...** a senior manager with significant expertise in Canadian educational systems, strategic planning, student information systems, and proven leadership skills. You hold a university degree or relevant experience that is complemented by an expert knowledge of curriculum and educational policies. You have the ability to effectively evaluate trends or changes, excellent interpersonal and communication skills, and a strong commitment to service student academic and non-academic needs as well as faculty academic needs.

For those who wish the opportunity for professional challenge and growth, please apply in writing, quoting Reference #2003/1215, by October 15, 2003, to Office of the Provost, University Hall, Room 201, McMaster University, 1280 Main St. West, Hamilton, Ontario L8S 4L8 e-mail: [employ@mcmaster.ca](mailto:employ@mcmaster.ca) website: [www.workingatmcmaster.ca](http://www.workingatmcmaster.ca)

We thank all applicants in advance and advise that only those to be interviewed will be contacted by telephone.

McMaster University is committed to employment equity and encourages applications from all qualified candidates including Aboriginal peoples, persons with disabilities, members of visible minorities, sexual minorities, and women.

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**Academic Vacancies 2004-2005**  
 Department of Economics

The Department of Economics, Faculty of Social Science, invites applications for positions as outlined below. Unless otherwise specified, these appointments are effective July 1, 2004 but alternate starting dates may be arranged. Applicants should specify if they are applying for limited term, probationary (tenure track) or tenured positions. General information about The University of Western Ontario can be found at <http://www.uwo.ca/uwocon/western/about/>. Information about the Department of Economics can be found at <http://www.asc.uwo.ca/economics/>.

## Professor

Candidates must be scholars of international reputation and good teachers. Outstanding candidates in any area of Economics will be considered seriously. Appointments at the rank of full Professor will be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision of graduate students, and some administrative duties.

### Assistant and Associate Professors

At the Assistant level consideration will be given to applicants with PhD (or expected in 2004), or equivalent qualification, who are expected to establish themselves as good teachers and recognized scholars. Field of specialization, within Economics, is not of decisive importance, and outstanding candidates in any area will be considered. Candidates at the Associate level must be scholars of international reputation and good teachers. These are tenure track and limited-term positions. Appointment to the rank of Professor will be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision of graduate students, and some administrative duties.

Interested applicants should forward a curriculum vitae and at least three letters of reference sent to the:

Chair, Department of Economics  
The University of Western Ontario  
London, Ontario, Canada, N6A 5C2

Positions are subject to budget approval.  
Closing date for receipt of applications is **November 15, 2003**

Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

## Queen's National Scholars (Faculty Appointments)

Queen's QUEEN'S UNIVERSITY AT KINGSTON

Queen's University at Kingston invites applications from outstanding scholars for faculty appointments under the Queen's National Scholars Program. These appointments are to encourage teaching and research in newly developing fields of knowledge as well as traditional disciplines. Up to four positions will be available in the following discipline groups: Humanities, Social Sciences and Health (broadly defined as in the CIHR model). The main criterion of interest to the selection committee is academic excellence regardless of other considerations. Preference will be given to scholars in the early- or mid-career stages. Another objective is to provide an opportunity to improve the proportion of women and members of designated minorities on faculty. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

A maximum of four awards will be available in 2003/04. Appointments under this special program will be either tenure-track or special shorter term appointments in accordance with the Collective Agreement between University and the Queen's University Faculty Association.

Prior to submission of an application, applicants should contact the appropriate department head to discuss the position(s) which may be available. Each completed application should include a curriculum vitae, a statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is **October 10, 2003** for decision in January 2004.

Applications and letters of reference should be sent to:

*The Head of the Department*

Faculty or School of the applicant's field(s) of study  
Queen's University, Kingston, Ontario, Canada, K7L

All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

## How to place a Career ad

PHONE 613-820-2270 FAX 613-820-2417

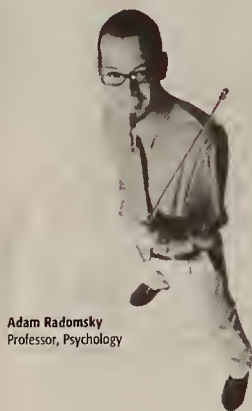
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MAIL CAOT Bulletin, 2075 Queensview Drive, Ottawa, ON K2B 6R2

Direct correspondence/questions to: Lynn Braun, Advertising Coordinator

## CAREERS CARRIÈRES



Adam Radomsky  
Professor, Psychology

## Concordia University's Faculty of Arts and Science

# A Brilliant Choice

Since 1997, our Faculty of Arts and Science has hired more than 150 tenure-track professors, marking the biggest rebuilding of our professorial ranks in a generation. We plan to hire another 60 professors over the next two years, including up to 40 for the 2004-05 academic year. We invite you to join our dynamic Faculty.

### APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for one tenure-track position in Human Systems Intervention. Applicants must have a PhD in a relevant social science discipline and should have advanced professional training in human relations and group process intervention. Experience as an external or internal consultant and French proficiency will be considered as assets. The successful candidate will be expected to teach courses at both the undergraduate and graduate levels and will be expected to maintain a research profile leading to external funding and peer-reviewed publications.

**Dr. Randy Swedburg**  
Chair, Department of Applied Human Sciences  
swed@vax2.concordia.ca

### BIOLOGY

Our Department of Biology invites applications for one tenure-track position in Cell and Molecular Biology. Applicants must have a PhD and postdoctoral experience. The successful candidate will be expected to have, or develop, an externally funded research program to study fundamental and/or applied problems in biology, and to teach at the undergraduate level in developmental biology and/or physiology. The candidate will also be encouraged to develop specialized graduate courses.

**Dr. Luc Varrin**  
Chair, Department of Biology  
biochair@alcar.concordia.ca

### CHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one tenure-track position in any area of Inorganic Chemistry. Applicants must have a PhD and postdoctoral experience. The successful candidate will be expected to develop an active research program and teach at both the undergraduate and graduate levels.

**Dr. Marcus Lawrence**  
Chair, Department of Chemistry and Biochemistry  
lawrence@vax2.concordia.ca

### COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for one tenure-track position in video practice and theory. The candidate must be able to teach laboratory courses in video production and post-production, and situate video within the context of communications and cultural industries. Applicants must be able to demonstrate a record of high quality, creative work and intellectual participation in the field and must be able to teach key concepts and the history of debates in video. Applicants should also have experience using software packages such as Final Cut Pro and Avid, and must have an appropriate terminal degree (MFA or PhD) in communications or a cognate area. The successful candidate will be expected to supervise students at both the undergraduate and graduate levels.

**Dr. Martin Allar**  
Acting Chair, Department of Communication Studies  
allar@vax2.concordia.ca

### COMMUNITY AND PUBLIC AFFAIRS

Our School of Community and Public Affairs invites applications for one tenure-track position. Applicants must have a PhD in a Social Science discipline, as well as a strong research profile with emphasis on public policy analysis and the study of state/society relations. The area of policy specialization is open. Applicants must also be

fully committed to critical and innovative research and be able to teach at the undergraduate level and in the School's graduate program in Community Economic Development, in both English and French (or be prepared to acquire the required language skills at an adequate level of proficiency).

**Dr. Marguerite Mendell**  
Vice-Principal, School of Community and Public Affairs  
mendell@vax2.concordia.ca

### ECONOMICS

Our Department of Economics intends to fill up to six tenure-track positions over the next three years. We are currently inviting applications for up to three of these tenure-track positions. While all fields will be considered, we have a special interest in candidates who specialize in applied economics (including Financial Economics, International Economics, Labour, Industrial Organization, Public Economics), econometrics or micro theory. Applicants should have a completed or nearly-completed PhD, the ability to teach at the undergraduate and graduate levels, and a commitment to research. Appointments at a more senior level may also be considered.

**Dr. William Sims**  
Chair, Department of Economics  
sims@vax2.concordia.ca

### EDUCATION

Our Department of Education invites applications for up to two tenure-track positions, one in Early Childhood and Elementary Education (ECE) and one in Educational Technology (ETEC) for the ECE position, applicants must have expertise in early childhood and elementary education, with a particular focus in one or more of the following areas: history and philosophy of early childhood education; kindergarten, primary or elementary classroom teaching; or curriculum development. A teaching certificate and previous experience as a classroom teacher are assets. For the position in Educational Technology, applicants must be able to teach courses in one of the following general areas: e-learning/distance education; multi-media design and development/theory; or applications of educational computing (including computer-assisted learning). In addition, applicants should be able to teach in one or more of the following areas: research methods; human performance technology; the learning sciences; and/or formative evaluation. For both positions, applicants should have a PhD and an excellent command of English, and must be committed to teaching and supervising undergraduate and graduate students, and developing a strong research program. A record of publications, conference presentations and research grants is desirable. Knowledge of French is an asset.

**Prof. Ellen Jacobs**  
Chair, Department of Education  
jacobs@vax2.concordia.ca

### ENGLISH

Our Department of English invites applications for up to three tenure-track positions, one in the area of British Literature of the late 18th and early 19th centuries, with a focus on the literature and culture of the Romantic period, one in the area of Medieval Literature, with a focus on Old English, Middle English, and medieval studies or criticism, and one in Creative Writing, with a focus on prose fiction and/or playwriting. Applicants for the first two positions must have a completed or nearly-completed PhD; prior teaching experience is highly desirable, as

are scholarly publications. The successful candidates will teach at the graduate and undergraduate levels, will supervise graduate theses and are expected to maintain a productive commitment to scholarship. Applicants should include transcripts and a writing sample along with their applications. For the Creative Writing position, applicants should be accomplished writers with a significant body of published and/or produced work. Candidates should have an MA in Literature or an MFA in Creative Writing and the ability to teach writing workshops at the graduate and undergraduate levels, and to supervise graduate Creative Writing theses. Successful teaching experience in Creative Writing workshops at the university level is an asset.

**Prof. Terence Byrnes**  
Chair, Department of English  
byrnes@alcar.concordia.ca

### ÉTUDES FRANÇAISES

Le Département d'Études françaises sollicite des candidatures à trois postes éventuels menant à la permanence. Les qualifications recherchées sont, selon le poste, un diplôme de troisième cycle obtenu ou en voie d'obtention, une expérience diversifiée de l'enseignement, des publications ou du poème de recherche, une aptitude au travail d'équipe et une connaissance du milieu. Les candidats retenus pour le poste en enseignement du français auront un doctorat en linguistique ou en didactique des langues et auront démontré leur intérêt pour l'enseignement assisté par ordinateur et le multimédia ou la nouvelle grammaire. Les candidats retenus pour le poste en littérature française auront un doctorat en littérature française du XIXe ou du XXe siècle et s'intéresseront à la théorie littéraire et aux enjeux contemporains. Les candidats retenus pour le poste en littératures de langue française auront un doctorat en littérature avec un intérêt marqué pour les théories et les pratiques littéraires et médiatiques.

**Madame Lucie Leguin**  
Directrice du département d'études françaises  
leguin@vax2.concordia.ca

### GEOGRAPHY

Our Department of Geography invites applications for one tenure-track position in an applied aspect of urban sustainable transport. Applicants should have a PhD, professional planning experience will be an asset. The successful candidate will be expected to teach a 300-level, laboratory-oriented course in Urban Transport, along with one senior course in the same area, as well courses at the introductory and graduate levels.

**Dr. John Zacharias**  
Chair, Department of Geography  
zachar@vax2.concordia.ca

### HISTORY

Our Department of History invites applications for up to two tenure-track positions, one in the History of Colonial North America (17th and 18th centuries) and one in the History of Latin America and the Hispanic World. For the position in Colonial North American history, the successful candidate will be expected to teach courses in both Canadian and American history; the ability to offer courses dealing with European-Aboriginal contact would be an asset. For the position in Latin American history, applicants should have research interests that touch upon some aspect of the history of Latin America and/or the Spanish empire. The successful candidate will participate in teaching

our introductory Latin American history course, as well as our first year "world history" course. In this last regard, appropriate training or experience would be an asset. For both positions, applicants must have a PhD, teaching experience and publications appropriate to an entry-level position.

**Dr. Ronald Rudin**  
Chair, Department of History  
rudin@vax2.concordia.ca

### JOURNALISM

Our Department of Journalism invites applications for one tenure-track position in Computer Assisted Journalism (including computer-assisted reporting, on-line publishing and desk-top publishing). Duties will include teaching in at least two of these areas at both the graduate and undergraduate levels, and supervising two computer labs. The ideal candidate will have a PhD and at least five years of professional experience as a journalist. University teaching experience and a strong research or professional portfolio are desirable.

**Dr. Enn Raudsepp**  
Chair, Department of Journalism  
raudhen@vax2.concordia.ca

### MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to two tenure-track positions, one in Statistics and one in Actuarial Mathematics. Applicants should have a PhD and a strong record of research and teaching at both the undergraduate and graduate levels. For the position in Statistics, candidates in any area of Statistics are encouraged to apply; however, preference will be given to those with post-doctoral experience and good research in the areas of Computational Statistics, Multivariate Analysis, Survival Analysis, Time Series Analysis, Bio-Statistics, Finance or Data Mining. For the position in Actuarial Mathematics, candidates with research interests in Actuarial or Financial Mathematics are encouraged to apply.

**Dr. Hershy Kisilevsky**  
Chair, Department of Mathematics and Statistics  
chair@mathstat.concordia.ca

### PHILOSOPHY

Our Department of Philosophy invites applications for one tenure-track position in Analytic Philosophy. Applicants should have a PhD, an active research program and prior teaching experience. The successful candidate will teach at the undergraduate and graduate levels and will be expected to supervise graduate theses. Applicants should include a writing sample along with their applications.

**Dr. Andrew Wayne**  
Chair, Department of Philosophy  
awayne@alcar.concordia.ca

### POLITICAL SCIENCE

Our Department of Political Science invites applications for up to three tenure-track positions, one in the area of the History of Political Philosophy and Theory, with an emphasis on Modern Political Thought and the European Enlightenment, one in American Politics and Government and one in Comparative and/or International Politics, with a specialization in the area of economic, social and political development. For this last position, additional areas of expertise might include a theoretical and comparative understanding of globalization and development, North-South Relations and Development Assistance. Knowledge of Africa would be an asset.

# CAREERS CARRIÈRES

Applicants for each of these positions should have a PhD and an active research program. The successful candidates will teach at both the undergraduate and graduate levels.  
**Dr. Reeta Tremblay**  
 Chair, Department of Political Science  
 reeta@vax2.concordia.ca

## PSYCHOLOGY/BEHAVIOURAL NEUROSCIENCE

Our Department of Psychology invites applications for one tenure-track position in Behavioural Neuroscience to be associated with our Center for Studies in Behavioural Neurobiology. Applicants should have a PhD. Special consideration will be given to candidates with an interest in one or more of the following areas: appetitive motivation, behavioural systems, drug dependence, learning and memory, behavioural neuroendocrinology and molecular or computational neuroscience, but exceptional candidates in all areas are encouraged to apply.

**Dr. Barbara Woodside**  
 Chair, Search Committee  
 search\_chair@csbn.concordia.ca

## PSYCHOLOGY/CLINICAL

Our Department of Psychology invites applications for up to two tenure-track positions, one in Clinical Psychology and one in Child Clinical Psychology. The position in Clinical Psychology is open to researchers addressing a broad range of issues in the field, with special consideration given to candidates with research and clinical interests in adult psychopathology, including major psychological disorders and personality disorders, or health psychology. For the position in Child Clinical Psychology, special consideration will be given to candidates with research and clinical interests in developmental psychopathology, health or the family. Applicants for these positions must have a PhD from an APA- or CPA-accredited clinical program, or the equivalent. Applicants should have a dedication to scholarship, a demonstrated ability to build and maintain a high-quality research program and an ability to contribute to the training of students in our CPA- and APA-accredited doctoral program in clinical psychology. Applicants must include a statement of clinical interests along with their applications.

**Dr. Virginia Penhune**  
 Co-Chair, Search Committee  
 vpenhune@vax2.concordia.ca

## RELIGION

Our Department of Religion invites applications for up to two tenure-track positions, one in the field of East Asian Religions and one in the History of Christianity. Applicants should have a PhD, prior teaching experience and a strong commitment to research. For the position in East Asian Religions, the ideal candidate will have a specialization in one or more of the major traditions of China, Japan and Korea, with the appropriate language skills. The candidate will be expected to teach undergraduate and graduate courses in Buddhism as well as the religious, ritual and philosophical aspects of East Asian traditions.



**Adrian Tsang**  
 Professor, Biology

The ability to teach in the areas of comparative religion, and women and religion, is an asset. For the position in the History of Christianity, the ideal candidate will have particular expertise in the social and/or cultural history of Christianity, the ability to teach graduate students in the area of women and Christianity and familiarity with the comparative study of religions.

**Dr. Norma Joseph**  
 Chair, Department of Religion  
 nojo@vax2.concordia.ca

## SOCIOLOGY AND ANTHROPOLOGY

Our Department of Sociology and Anthropology invites applications for up to three tenure-track positions in Sociology, one in the area of economic globalization, labour, work and institutions, one in advanced quantitative methodologies (either as a field of research or as applied to a substantive area), and one in the sociology of nature and the environment. Applicants must have a PhD at the time of appointment; a working knowledge of French is a definite asset. We are particularly interested in scholars with a strong interest in theory and whose research and teaching experience reflects skills in fieldwork. This is a joint department. Anthropologists may also apply.

**Dr. Christine Jourdan**  
 Chair, Department of Sociology and Anthropology  
 jourdan@vax2.concordia.ca

## TEACHING OF ENGLISH AS A SECOND LANGUAGE

Our Department of Education invites applications for one tenure-track position in Teaching English as a Second Language (TESL). The position is in Applied Linguistics, specifically in the area of language teaching/evaluation and research methodologies. Applicants should have experience in teaching and research related to TESL teacher training, corpus linguistics or curriculum development. Applicants should have a PhD, an excellent command of English and a knowledge of French and must be committed to the teaching and supervision of undergraduate and graduate students and the development of a strong research program. A record of publications, conference presentations and research grants is desirable.

**Prof. Ellen Jacobs**  
 Chair, Department of Education  
 jacobs@vax2.concordia.ca

## THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one tenure-track position in Biblical Studies, with a specialization in Old Testament. Applicants must hold or be near the completion of a PhD. Successful teaching experience and a record of scholarly publications are highly desirable. The successful candidate will teach at both the undergraduate and graduate levels.

**Dr. Pamela Bright**  
 Chair, Department of Theological Studies  
 brightp@olcor.concordia.ca

## Canada Research Chairs

Concordia University has allocated up to 12 Canada Research Chairs to its Faculty of Arts and Science. We are currently seeking to fill up to six of these positions. In order to successfully compete for a Canada Research Chairs award, candidates are expected to have an outstanding and innovative research program and the ability to attract excellent graduate students. Those candidates nominated by the Faculty will have their applications submitted for approval to the CRC Secretariat. Junior appointments will normally be made at the Associate Professor level.

### JUNIOR (TIER II) CANADA RESEARCH CHAIR IN ECONOMICS

Our Department of Economics invites applications for one Junior Canada Research Chair in applied economics and/or applied labour economics. The successful candidate should be an outstanding young academic who demonstrates the promise of a strong research profile. In particular, the position is targeted at researchers who are acknowledged by their peers as having the potential to be leaders in their field. We expect that such an appointment would be offered to either a new PhD from a recognized university or to a junior faculty member who has already developed a solid research profile and who has had some success in publishing in leading academic journals in the discipline. In the former case, it is expected that there is substantial evidence of research ability that would come largely from letters of recommendation and working papers.

**Dr. William Sims**  
 Chair, Department of Economics  
 sims@vax2.concordia.ca

### JUNIOR (TIER II) CANADA RESEARCH CHAIR IN EARLY CHILDHOOD DEVELOPMENT AND EDUCATION

Our Department of Education invites applications for one Junior Canada Research Chair in Early Childhood Development and Education. The successful candidate will be expected to coordinate and participate in research that addresses young children's development in family, community and school settings. We are seeking an individual with strong leadership skills who can collaborate to create links between his or her expertise and that of current faculty members. Ongoing research areas in our Department include: the role of the family, cognitive, linguistic and social development; the influence of the media; academic success; and health and well-being and their implications for social policy. Applicants must have a PhD in a related field, a strong research profile and prior teaching experience at the university level. We are seeking scholars who actively participate in national and international networks and who have the potential to be leaders in their field. Openness to working in a French-speaking milieu is an asset.

**Prof. Ellen Jacobs**  
 Chair, Department of Education  
 jacobs@vax2.concordia.ca

### JUNIOR (TIER II) CANADA RESEARCH CHAIR IN EDUCATION AND TECHNOLOGY

Our Department of Education invites applications for one Junior Canada Research Chair in Education and Technology to coordinate and participate in multidisciplinary projects centered on the role of technology to support learning and performance. The applicant's research program should complement major research projects in the Department and the Centre for the Study of Learning and Performance. Projects include initiatives in educational and workplace settings and those involving the use of technology to enhance instruction and support complex learning of literacy, first and second languages, math, and science in diverse educational settings at all levels, including distance education. Applicants must have a PhD in a related field, a strong research profile and prior teaching experience at the university level. We are seeking scholars who actively participate in

national and international networks and who have the potential to be leaders in their field. Openness to working in a French-speaking milieu is an asset.

**Prof. Ellen Jacobs**  
 Chair, Department of Education  
 jacobs@vax2.concordia.ca

### JUNIOR (TIER II) CANADA RESEARCH CHAIR IN GENOMICS

Our Department of Biology invites applications for one Junior Canada Research Chair in Genomics. The successful candidate will be an accomplished researcher in functional genomics working on model organisms, plants or fungi. The candidate will be expected to develop an externally funded research program, and will teach at the undergraduate and/or graduate levels. The candidate will join a team of about a dozen faculty members with complementary research interests in genomics and biotechnology, and will have access to the resources of the Centre for Structural and Functional Genomics. This position will be based in our new Loyola Science Complex.

**Dr. Luc Varin**  
 Chair, Department of Biology  
 biochair@olcor.concordia.ca

### JUNIOR (TIER II) CANADA RESEARCH CHAIR IN POLITICAL SCIENCE

Our Department of Political Science invites applications for one Junior Canada Research Chair in the field of Comparative Public Policy. The successful candidate will be expected to pursue research into the variations in national policy patterns across North America, Europe and the wider OECD area, with a view to understanding how and why nations differ in their approaches to specific policy areas and what they might learn from each other's policy experiences. The successful candidate's research interests might intersect with research themes such as the emergence of transnational actors, globalization and public policy, regionalisation, international regulatory regimes, local governance structures and intergovernmental negotiations in policy making.

**Dr. Reeta Tremblay**  
 Chair, Department of Political Science  
 reeta@vax2.concordia.ca

### JUNIOR (TIER II) CANADA RESEARCH CHAIR IN PSYCHOLOGY (HUMAN DEVELOPMENT)

Our Department of Psychology invites applications for one Junior Canada Research Chair in Human Development. Applications will be considered in any area of human development across the life course, from infancy to aging. Particular areas of interest include: social development, social cognition, developmental psychopathology, and the health and development of high-risk populations. Applicants must have a strong ongoing research program and an excellent record of research productivity. The successful candidate will be based at our Centre for Research in Human Development, a government-supported Centre of Excellence with outstanding faculty, research facilities and research training opportunities at the doctoral and post-doctoral levels.

**Dr. Lisa Serbin**  
 Director, Centre for Research in Human Development  
 lserbin@vax2.concordia.ca

These positions will be filled either for the academic year beginning 2004 or 2005, depending on the prior commitments of the applicants and upon the successful completion of the Canada Research Chairs nomination and approval process. Applications must include a curriculum vitae, a statement of teaching and research objectives, and three letters of reference. Please forward all applications to the appropriate Department contact. Review of applications will begin on November 1, 2003 and continue until the positions have been filled.

For more information about the above departments, we invite you to visit their web sites, which can be accessed through the main Faculty of Arts and Science web site at <http://artsandsience.concordia.ca>.

For Concordia Research Chair appointments, applications are welcome from Canadian citizens and citizens of other countries. Concordia University is committed to employment equity.

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2004. Please forward all applications to the appropriate Department contact. Review of applications will begin on November 1, 2003 and continue until the positions are filled. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone: (514) 848-2424, ext. 2081. e-mail: msinger@vax2.concordia.ca.

Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, QC H3G 1M8. Internet: <http://artsandsience.concordia.ca>



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 UNIVERSITY

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Montreal, Quebec, Canada

# CAREERS CARRIÈRES

**■ YORK UNIVERSITY** — Toronto, Ontario. The Department of Political Science, Faculty of Arts, seeks tenure-track Assistant Professors in three fields: Canadian Politics, with a specialization in Public Policy and Administration or Democratic Governance, Canadian Politics, with a specialization in Aboriginal Politics, Women and Politics, with an open specialization. Details in full-page ad in this issue and at <http://www.yorku.ca/cadobts>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/cadobts> or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**■ THE UNIVERSITY OF VICTORIA** — The Department of Political Science invites applications for a junior-level, tenure-track position in East Asian politics to begin on July 1, 2004. Candidates should be able to teach a range of undergraduate and graduate courses in this field as well as an introductory course on Comparative Politics. Applicants should have a completed PhD. Preference will be given to candidates who have clear scholarly promise, a record of research and teaching experience at the university level. The successful candidate will also be involved in efforts to continue the University's pro-

file in East Asia, especially with regard to academic exchange programs. The Department of Political Science is strongly committed to both excellence and equity and to increasing the diversity of approaches and perspectives in teaching and research. The Departmental website can be found at <http://web.uvic.ca/pol/>. The University of Victoria is an equity employer. It encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates (and especially women) are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications or supporting documentation should arrive no later than November 15th, 2003. Applications should be directed to Professor Colin J. Bennett, Chair, Department of Political Science, University of Victoria, Box 3500, Victoria, BC Canada V8W 2P6 ([chair@pol.uvic.ca](mailto:chair@pol.uvic.ca)). Applications should include: (1) a letter reviewing the candidate's qualifications, experience, research plans, and teaching preferences; (2) a curriculum vitae; (3) a single article-length sample of the candidate's scholarly work; and (4) the names of three referees, each of whom have been asked by the candidate to send a letter of reference directly to the Chair.

**■ THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenured track position in the department of Political Science at the Associate/Assistant Professor level in Comparative Politics. We are interested in candidates with expertise in studies of state and nation. The geographical specialization is open with the exception of the Americas, Russia and Eastern Europe. The successful candidate will have a doctorate in Political Science. Ability to use new technologies in teaching would be an asset. The candidate is expected to contribute to teaching at the introductory level in a large class environment and at the graduate level. At the Assistant level, the candidate will be expected to develop a strong programme of both teaching and research. At the Associate level, the candidate is expected to demonstrate a strong programme of both teaching and research including a publication and grant record. The appointment is effective July 1, 2004. Salary negotiable. Send application, CV, teaching dossier, two or three samples of recent scholarly work and three letters of reference by November 30, 2003 to Professor Ashok Kapur, Chair, Political Science, University of Waterloo, 200 University Avenue West, Waterloo, ON N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applica-

tions from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to availability of funds.

**■ THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenured track position for a joint appointment in the departments of Political Science and History at the Assistant/Associate Professor level in International Institutions/International Governance. We are interested in candidates with expertise in studies of the United Nations, international financial institutions, and, more generally governmental and non governmental organizational activities on international governance matters. The successful candidate will have a doctorate in Political Science or History. Ability to use new technologies in teaching would be an asset. The candidate is expected to contribute to teaching at the undergraduate level in a large class environment and at the graduate level. At the Assistant Professor level, the candidate will be expected to develop a strong programme of both teaching and research including a publication and grant record. The appointment is effective January 1, 2004 or when filled. Salary negotiable. Send application, CV, teaching

dossier, 2 or 3 samples of recent scholarly work and three letters of reference to Professor Ashok Kapur, Political Science, University of Waterloo, Waterloo, Ontario, N2L 3G1 by November 1, 2003. All qualified candidates are encouraged to apply, however Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to availability of funds.

**■ THE UNIVERSITY OF WINNIPEG** invites applications for a tenure-track faculty position in the Department of Political Science in the area of International Relations or Comparative Politics at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact Dr. Tom Najem, Head, Department of Political Science, University of Windsor, Windsor, Ontario N9B 3P4, phone: 519.253.3000, Ext. 2347, Fax: 519.973.7094, E-mail: [tnajem@uwindor.ca](mailto:tnajem@uwindor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Draich, Director, Faculty Recruitment at 877.665.6608 (toll free) or [recruitment@uwindor.ca](mailto:recruitment@uwindor.ca).

## POLITICS

**■ THE UNIVERSITY OF WINNIPEG** — Subject to budgetary approval the Department of Politics intends to make two tenure-track appointments in Global Politics/International Relations at the Assistant Professor level. Applicants with a geographic area interest are also encouraged to apply. The successful applicant will be expected to teach core courses in global politics at the undergraduate level. Candidates should have an active research program in a field related to the teaching duties. Candidates with a PhD and teaching experience will be preferred. Salary will be commensurate

with experience. Applications will be accepted until November 3, 2003; the appointment will begin July 1, 2004. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. This advertisement is directed initially to Canadian citizens and permanent residents of Canada. Letters of application, with a current curriculum vitae, and three letters of recommendation should be sent to: Dr. Allen Mills, Chair, Department of Politics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9, Fax: (204) 774-4134.

## PSYCHIATRY

**■ THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Psychiatry at The University of Western Ontario, in conjunction with the Lawson Health Research Institute, is seeking applications for a fulltime limited term position at the rank of Assistant Professor in the Department of Psychiatry. The Department of Psychiatry at The University of Western Ontario has interests in several areas of health outcomes and health services research such as the benefits of early intervention for psychiatric disorders, outcomes in treatment of post-traumatic stress disorder, telepsychiatry, and shared care models of delivery of psychiatric services involving both psychiatry and family medicine. The Lawson Health Research Institute (LHRI) is the third largest hospital based health research institution in Canada and has received over \$50 million in annual research funding. The Health Outcomes and Health Services Research Program within the LHRI encompasses a diverse body of research in such areas as mental health, epidemiology, internal medicine, rheumatology, and renal medicine. This Program includes research related to health outcomes in several diseases; predictors and mediators of health outcomes; program delivery evaluation; and development of instruments to assess and predict symptom, functional and social outcomes; and health economic evaluations. Applicants must have a PhD (or equivalent) training in a relevant discipline such as epidemiology, health economics, health services research or social or behavioral science and appropriate experience and methodological skills relevant to health services research. Experience in the field of mental health would be a definite asset, although it is anticipated that the appointee will also be involved in other domains of research. The successful candidate would be expected to establish independent, externally funded research programs, collaborate with other researchers and pursue career development opportunities. The candidate would also be expected to participate in teaching programs within the Faculty. The successful candidate would also hold a Scott's appointment in the LHRI and a cross-appointment in a Basic Science Department in the Faculty of Medicine & Dentistry. The University of Western Ontario Interested candidates should send their curriculum vitae, a description of research accomplishments, and a list of references, and a proposal for future research to: Dr. Sandra Fisman, Chair, Department of Psychiatry, The University of Western Ontario, London Health Sciences Centre, University Campus, 339 Windermere Road, London, Ontario N6A 5A5. Applications will be accepted until position is filled. Positions are subject to budgetary approval. Applicants should have fluent written and verbal communication skills in English. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men including visible minorities, aboriginal people and persons with disabilities.

## PSYCHOLOGY

**■ L'UNIVERSITÉ D'OTTAWA** — L'école de psychologie prévoit combler deux postes de professeur ou de professeur-conseil à la permanence à compter du 1er juillet 2004, préférentiellement des candidats à la priorité sera accordée aux candidats dans les domaines 1) de la psychologie clinique (admissible au Collège des psychologues de l'Ontario), avec préférence pour une spécialité en enfance ou en évaluation, 2) de la psychologie sociale. Si la recherche ou 4) des méthodes quantitatives. Les excellentes candidatures dans des domaines connexes sont aussi bienvenues. Les qualifications minimales sont le doctorat en psychologie et un très bon potentiel en recherche. La maîtrise du français et de l'anglais est essentielle. La salaire est compétitif et reconnaît les années d'expérience universitaire. Des fonds de démarrage sont aussi prévus. Les candidatures doivent être soumises avant le 15 novembre 2003. Adresser une lettre accompagnée d'un curriculum vitae, de trois lettres de référence, ainsi que des lettres à part de deux publications récentes ou de tout autre document constituant une contribution académique au: Dr. Claude Messier, directeur adjoint, École de psychologie, Pavillon Lamoureux, Université d'Ottawa, C.P. 450, Succursale A, Ottawa, Ontario, K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse en priorité aux citoyens canadiens et aux immigrants à recevoir l'Université a une politique d'équité en matière d'emploi et elle encourage fortement les demandes provenant des femmes.

## PSYCHOLOGY

**■ WILFRID LAURIER UNIVERSITY** — The Psychology Department invites applications for a tenure-track appointment as the Assistant Professor level beginning July 1, 2004, subject to budgetary approval. This position will contribute to the developmental psychology area in the department. Experience in any area is welcome, but those with interests in aging or infancy are especially invited to apply. The successful applicant will have the opportunity to supervise students in the MA and PhD programs in the Social and Developmental Psychology area, and may also contribute to the Brain and Cognition area, depending on expertise

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**University of Ontario**  
INSTITUTE OF TECHNOLOGY

## Research chairs

Canada's newest university will welcome its first students in September. Building on a 21st-century vision of learning, research and service excellence, we invite you to consider joining us, to help build a reputation for being student-centred, innovative and responsive, while respecting the best traditions of Canada's great established universities.

In keeping with our technology-enhanced mobile learning environment, in which every student and professor uses a laptop, our university seeks faculty who will use a technology-enhanced learning approach and who strive to explore and develop new pedagogies. For more information about our university, please visit [www.uoit.ca](http://www.uoit.ca).

The University of Ontario Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorities, Aboriginal Peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applications will be accepted until **October 31, 2003**, or until suitable candidates are found. Applications should include a curriculum vitae with a list of publications, a statement of teaching interests, as well as the name, title and full contact information (including e-mail address) for five referees whom we may contact to obtain confidential letters of reference. Applicants should provide a statement of research objectives and a proposed multi-year research plan (tailored to the format used by the Canada Research Chairs program). Applications should be sent electronically to the dean of the school at [careers@uoit.ca](mailto:careers@uoit.ca). All appointments are subject to budgetary approval.

The School of Business and Information Technology may award a chair in business processes and information technology security. Candidates are expected to have an outstanding and innovative research program and a strong record of publication and research funding. The chair will spearhead the development of a new Centre for Information Technology Security and promote academic excellence and industry partnership as well as diversity and outreach programs. Successful candidates will have a PhD in computer science, engineering or a closely related discipline. Salary will be commensurate with qualifications and experience. Please quote competition number UOIT03.23.

The School of Manufacturing Engineering invites applications for research chairs (either Canada research chairs or others) at all ranks, in the following strategic directions:

- manufacturing or mechatronics engineering, with possible emphases including flexible manufacturing, lean manufacturing, high-performance manufacturing, robotics, mechatronics, MEMS, CIM or efficient and environmentally conscious engineering;
- automotive engineering, with possible foci including mechanical and automotive components and systems, advanced automotive concepts and power plants (including fuel cells), and automotive design; and
- energy engineering, with possible foci including hydrogen systems and fuel cells, alternative energy technologies, energy efficiency and management, and integrated energy systems.

The school offers a Bachelor of Engineering (Honours) in Manufacturing Engineering, and in 2004 plans to launch programs in Mechanical Engineering (with options in Mechatronics Engineering and Energy

(Engineering) as well as programs in Manufacturing Engineering and Management and Mechanical Engineering and Management. Further undergraduate programs as well as graduate programs are anticipated.

The successful candidates will be expected to conduct innovative, pioneering research programs, liaise with industry and attract research funding, and teach at the undergraduate and graduate levels. Applicants should have a PhD in a relevant engineering discipline, such as manufacturing, mechanical, mechatronics or industrial engineering, or a related area. As well, applicants should have an excellent scholarly and professional record, including a strong record of achievement in research and teaching, appropriate for the rank.

Candidates must be registered as professional engineers in Ontario, or be eligible for and committed to registration. Experience in curriculum and laboratory development and the engineering accreditation process would be an asset, as would industrial experience and experience using a laptop to enhance teaching and learning. In addition, candidates should have excellent communications skills and be committed to working collegially. This is an exciting opportunity to help implement new engineering programs and a cutting-edge research program. Salary will be commensurate with qualifications and experience. Please quote competition number UOIT03.24.

The School of Energy Engineering and Nuclear Science invites applications for research chairs at all ranks, in the following strategic directions:

- nuclear engineering, with specialization in one or more of the following areas: human factors, human performance, knowledge management, nuclear waste management, distributed simulation, advanced reactors or applications to hydrogen generation;
- radiation science, with specialization in public safety and emergency response measures in the event of inadvertent release of radioactivity, and/or radiological threat detection and mitigation; and
- energy systems engineering, with emphases on alternative energy systems, and the life-cycle environmental impact assessment of new and existing energy technologies and systems.

The school offers a Bachelor of Science (Honours) in Nuclear Engineering and Bachelor of Science (Honours) in Radiation Science. In 2004, the school plans to launch a program in Energy Systems Engineering. Further undergraduate programs as well as graduate programs are anticipated.

The successful candidates will be expected to conduct innovative, pioneering research programs, liaise with industry and attract research funding, and to teach at the undergraduate and graduate levels. Applicants should have a PhD in a relevant engineering or science discipline, as well as an excellent scholarly and professional record, including recognized achievements in research and teaching, appropriate for the rank. Salary will be commensurate with qualifications and experience.

Candidates for the engineering chairs must be registered as professional engineers in Ontario, or be eligible for and committed to registration. As well, candidates should have excellent communication skills and be committed to working collegially. Experience in using computers to enhance teaching and learning is an asset. Please quote competition number UOIT03.25.

# CAREER OPPORTUNITIES

and interests. Hiring decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. Applicants should have a PhD, evidence of commitment to teaching, and an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and at least three letters of reference to: Dr. Michael Pratt, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: mpratt@uwaterloo.ca). Applications will be accepted until November 1, 2003, or thereafter until the position is filled. Applicants can learn more about the Department and current faculty interests at [www.wlu.ca/~psychology/](http://www.wlu.ca/~psychology/). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities and persons with visible minorities.

■ **WILFRID LAURIER UNIVERSITY** — The Psychology Department invites applications for a tenure-track appointment at the Assistant Professor level beginning July 1, 2004, subject to budgetary approval. This position will contribute to the behavioral and cognitive neuroscience areas in the department. The successful applicant will have the opportunity to supervise students in the MSc and PhD programs in the Brain and Cognition area of the department. Hiring decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. Applicants should have a PhD, evidence of commitment to teaching and research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and at least three letters of reference to: Dr. Michael Pratt, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: mpratt@uwaterloo.ca). Applications will be accepted until November 1, 2003, or thereafter until the position is filled. Applicants can learn more about the Department and current faculty interests at [www.wlu.ca/~psychology/](http://www.wlu.ca/~psychology/). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities and persons with visible minorities.

■ **WILFRID LAURIER UNIVERSITY** — The Psychology Department invites applications for a tenure-track appointment at the Assistant Professor level beginning July 1, 2004, subject to budgetary approval. This position will contribute to the social psychology area in the department. Hiring decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. Applicants should have a PhD, evidence of commitment to teaching and research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and at least three letters of reference to: Dr. Michael Pratt, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: mpratt@uwaterloo.ca). Applications will be accepted until November 1, 2003, or thereafter until the position is filled. Applicants can learn more about the Department and current faculty interests at [www.wlu.ca/~psychology/](http://www.wlu.ca/~psychology/). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities and persons with visible minorities.

active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and at least three letters of reference to: Dr. Michael Pratt, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (email: mpratt@uwaterloo.ca). Applications will be accepted until November 1, 2003, or thereafter until the position is filled. Applicants can learn more about the Department and current faculty interests at [www.wlu.ca/~psychology/](http://www.wlu.ca/~psychology/). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities and persons with visible minorities.

■ **THE UNIVERSITY OF QUELPH** — The Department of Psychology invites applications for a tenure-track position in Industrial/Organizational Psychology to begin July 1, 2004. A PhD is required. The appointee will be at the Assistant Professor level. The successful candidate should have established an active research program in the broad area of organizational and personality/individual differences. Opportunities are available to participate in the newly established Leadership diploma and degree programs. Applications should include a curriculum vitae, a statement of research and teaching interests, a summary of relevant work experience, and a statement of research interests. At least three letters of recommendation must support the application. All application materials should be submitted by October 15, 2003 to: Harvey H.C. Marmurek, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada N1G 2W1. More information about the Department can be found at [www.psychology.uoguelph.ca](http://www.psychology.uoguelph.ca). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore encourage applications from all qualified persons with disabilities, persons with visible minorities, and persons with other characteristics.

■ **SAINT MARY'S UNIVERSITY** — Department of Psychology. Applications are invited for two tenure-track appointments in an expanding Department. The positions are at the Assistant Professor level, starting July 1, 2004. Candidates are expected to have a PhD in psychology or to be near completion of the degree. We seek individuals with teaching and research skills in applied experimental or applied cognitive psychology. We are particularly interested in candidates with active research interests related to human factors, occupational health and safety, human performance (including sport psychology) and forensic psychology. The successful applicants may have a strong research interest in the areas of introductory psychology, drugs and behaviour, learning and memory, history of psy-

chology, statistics, research methods, and psychometrics; experience in any of these areas is an asset. The successful applicants will be expected to conduct and supervise research and to contribute to the Department's research program in applied psychology. The Department has a major and honours curriculum and offers an M.Sc. degree in industrial and organizational psychology and a certificate program in Human Resource Management. The successful applicant will also have the opportunity to participate in the University's doctoral program in Management (Human Resources) offered through the Frank H. Sobey Faculty of Commerce and in the newly established CN Centre for Occupational Health and Safety and the Centre for Leadership Excellence. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. This is an international search and candidates of all nationalities are encouraged to apply. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the Northeastern United States. For additional information about the University and the Department please see our website at <http://www.stmarys.ca>. Applicants should furnish a curriculum vitae, copies of recent publications, a statement of research interests, and addresses of three referees (sent directly by referees) to: Dr. Vic Côté, Department of Psychology, Saint Mary's University, Halifax, NS B3H 3C3. Telephone: (902) 420-5845. Fax: (902) 420-5121. Email: [cote@stmarys.ns.ca](mailto:cote@stmarys.ns.ca). Review of applications begins immediately and will continue until the positions are filled. The positions are available for a July 1, 2004 start date.

■ **ST. THOMAS MORE COLLEGE** — The Department of Psychology at St. Thomas More College (STMC), a Catholic college federated with the University of Saskatchewan (U of S), invites applications for a tenure-track position in Cognitive Developmental Psychology at the level of Assistant Professor, commencing July 1, 2004. Federation requires that the Department of Psychology at STMC collaborate directly with, and become integral to, the scholarly work of the Psychology Department at the U of S. The successful candidate will be expected to develop and maintain an active, externally funded program of research. She will contribute to the education and training of undergraduate and graduate students. Candidates in all areas of Cognitive Developmental Psychology are encouraged to apply. We are particularly interested in applications from candidates in the area of Psychology and the Law. The successful candidate will be expected to teach core courses in Developmental and/or Cognitive Psychology, including laboratory classes and will join and evolve a research team committed to the study of justice on an interpersonal, inter-cultural and international level. Applicants must send a letter describing teaching and research strengths, a curriculum vitae detailing background preparation, experience and publications

(attach sample publications), documentation of teaching ability including teaching evaluations and ratings for three letters of reference. On October 1, 2003, we will be open to consider completed files and to arrange interviews. However, successful candidates will continue until a successful candidate is found. Interested candidates should submit their complete application to Dr. T. Maché, Department Head, Department of Psychology, St. Thomas More College, 1437 College Drive, Saskatoon Saskatchewan, S7N 0W6 or by email: [tanny.mache@stmc.ca](mailto:tanny.mache@stmc.ca). Salary will be commensurate with qualifications and experience. In compliance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of other designated groups are encouraged to self-identify on their application. For more information on the Psychology Department and St. Thomas More College visit <http://stmc.ca>, contact Dr. Maché at 306-966-8915 (voice mail), 306-966-8904 (fax), or [tanny.mache@stmc.ca](mailto:tanny.mache@stmc.ca).

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Psychology at the University of British Columbia invites applications for up to seven tenure-track positions, all of which would begin July 1, 2004. Subject to the availability of funds, the positions are budgeted at the Assistant Professor level although there is a possibility of an appointment at a higher rank for applicants with exceptional qualifications. We are seeking individuals with strong research records appropriate to a research-oriented doctoral program, who have strong commitment to teaching and research supervision of undergraduate and graduate students. Applicants whose research helps build bridges with other UBC departments and institutes would be of additional interest. Candidates are invited to apply in the following areas: (1) Psychometrics/Quantitative Methods — We are seeking someone with advanced training and expertise in statistical and psychometric methods. We welcome both applicants whose primary interest is in the quantitative field itself, and those having substantive research interests in other areas of psychology; (2) Social/Personality Psychology — We are seeking someone (possibly two) who can participate in the social/personality psychology program to complement existing faculty in the area; (3) Clinical Psychology — We are looking for applicants to complement UBC APA and CPA accredited scientist/practitioner clinical training program. We are seeking one person with experience in clinical forensic psychology and one in research in topics related to forensic psychology such as aggression, criminal behavior, psychopathology related to offending, sex offenses, substance abuse, or neural bases of criminal behavior. The initial funding for the tenure-track position will be provided by Corrections Services Canada. We are also seeking a second person whose area of research will complement current faculty in the area. Both positions involve teaching, research, and supervision of students. Applicants for this position are expected to have accredited clinical training and to obtain registration in the province of British Columbia. (4) Developmental Psychology — We are seeking someone who can participate in our developmental psychology program complementing existing faculty in the area and potentially contribute to our interdisciplinary systems program. (5) Human Cognitive Neuroscience — The Brain Research Centre and the Department of Psychology invite applications for a tenure-track, Tula Young Scientist position (Assistant Professor of Psychology). Preference for this prestigious hiring will be given to applicants with an established record of research in human cognitive neuroscience, including, but not limited to, perception, attention, emotion, development, or plasticity. Expertise in neuroimaging techniques and/or special populations will be of particular interest. In all cases, salary will be commensurate with experience. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae, samples of their scholarly work, and at least three letters of recommendation, prior to November 15, 2003, to: Chair, Faculty Search Committee,

(attach sample publications), documentation of teaching ability including teaching evaluations and ratings for three letters of reference. On October 1, 2003, we will be open to consider completed files and to arrange interviews. However, successful candidates will continue until a successful candidate is found. Interested candidates should submit their complete application to Dr. T. Maché, Department Head, Department of Psychology, St. Thomas More College, 1437 College Drive, Saskatoon Saskatchewan, S7N 0W6 or by email: [tanny.mache@stmc.ca](mailto:tanny.mache@stmc.ca). Salary will be commensurate with qualifications and experience. In compliance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of other designated groups are encouraged to self-identify on their application. For more information on the Psychology Department and St. Thomas More College visit <http://stmc.ca>, contact Dr. Maché at 306-966-8915 (voice mail), 306-966-8904 (fax), or [tanny.mache@stmc.ca](mailto:tanny.mache@stmc.ca).

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Psychology at the University of British Columbia invites applications for up to seven tenure-track positions, all of which would begin July 1, 2004. Subject to the availability of funds, the positions are budgeted at the Assistant Professor level although there is a possibility of an appointment at a higher rank for applicants with exceptional qualifications. We are seeking individuals with strong research records appropriate to a research-oriented doctoral program, who have strong commitment to teaching and research supervision of undergraduate and graduate students. Applicants whose research helps build bridges with other UBC departments and institutes would be of additional interest. Candidates are invited to apply in the following areas: (1) Psychometrics/Quantitative Methods — We are seeking someone with advanced training and expertise in statistical and psychometric methods. We welcome both applicants whose primary interest is in the quantitative field itself, and those having substantive research interests in other areas of psychology; (2) Social/Personality Psychology — We are seeking someone (possibly two) who can participate in the social/personality psychology program to complement existing faculty in the area; (3) Clinical Psychology — We are looking for applicants to complement UBC APA and CPA accredited scientist/practitioner clinical training program. We are seeking one person with experience in clinical forensic psychology and one in research in topics related to forensic psychology such as aggression, criminal behavior, psychopathology related to offending, sex offenses, substance abuse, or neural bases of criminal behavior. The initial funding for the tenure-track position will be provided by Corrections Services Canada. We are also seeking a second person whose area of research will complement current faculty in the area. Both positions involve teaching, research, and supervision of students. Applicants for this position are expected to have accredited clinical training and to obtain registration in the province of British Columbia. (4) Developmental Psychology — We are seeking someone who can participate in our developmental psychology program complementing existing faculty in the area and potentially contribute to our interdisciplinary systems program. (5) Human Cognitive Neuroscience — The Brain Research Centre and the Department of Psychology invite applications for a tenure-track, Tula Young Scientist position (Assistant Professor of Psychology). Preference for this prestigious hiring will be given to applicants with an established record of research in human cognitive neuroscience, including, but not limited to, perception, attention, emotion, development, or plasticity. Expertise in neuroimaging techniques and/or special populations will be of particular interest. In all cases, salary will be commensurate with experience. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae, samples of their scholarly work, and at least three letters of recommendation, prior to November 15, 2003, to: Chair, Faculty Search Committee,



## QUEEN'S UNIVERSITY Kingston, Ontario, Canada

### Tenure Track Positions Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Accounting, Finance, Quantitative Methods/Management Science, Operations Management, Managerial Economics/MOT, Marketing, Human Resources/Industrial Relations and Strategy and Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

#### QUALIFICATIONS:

Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

#### COMPENSATION:

Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

#### INSTITUTION:

Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc. in Management and unique dual major PhD programs attract highly qualified research-oriented graduate students. For an unprecedented four consecutive years Queen's MBA for Science & Technology was ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

The effective date of the appointment will be July 1st, 2004, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: [dean@business.queensu.ca](mailto:dean@business.queensu.ca).

Brent Gallupe, Associate Dean  
Queen's School of Business, Queen's University  
Goodes Hall - Rm. 346  
Kingston, Ontario K7L 3N6

[www.business.queensu.ca](http://www.business.queensu.ca)

### Tenure-Stream Position Organizational Behaviour/Industrial Relations (OBIR)

Schulich  
School of Business  
York University  
[www.schulich.yorku.ca](http://www.schulich.yorku.ca)

The Schulich School of Business at York University in Toronto, Canada, invites applications for an assistant professor level, tenure-stream opening commencing July 1, 2004.

#### Preferred candidates will:

- have a strong commitment to scholarly research and publication
- possess a completed doctorate
- provide evidence of effective teaching
- be qualified to teach in PhD, Masters and Undergraduate programs

Drawing on our tradition of research in multiple paradigms, we welcome applications from a range of perspectives, including micro-organizational behaviour, group research, critical theory, and macro and strategic organization theory.

The deadline for receiving applications is October 1, 2003. This position is subject to budgetary approval.

#### Please send curriculum vitae to:

Hazel Rosin  
Organizational Behaviour Area Coordinator  
Schulich School of Business  
York University  
4700 Keele Street  
Toronto, Ontario  
M3J 1P3, Canada

York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Schulich School of Business welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at: <http://www.yorku.ca/acad/jobindex.htm> or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority.

## CAREERS CARRÈRES

Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, B.C. Canada V6T 1Z4.

**■ SIMON FRASER UNIVERSITY**—The Department of Psychology invites applications for two tenure-track faculty positions at the Assistant Professor level in Clinical Psychology. Applicants are expected to hold a doctorate in clinical psychology from a CPA/APS accredited program at the time of appointment, and must possess strong clinical skills and the ability to supervise clinical practices and research. One position is designated for applicants with research interests in Clinical Forensic Psychology. Area of research is open. However, we are particularly interested in receiving applications from individuals with research interests in juvenile justice. The second position is open to applicants with interests in any of the following areas: personality theory, psychopathology, psychotherapy, health psychology/behavioral medicine, theory and methods, or related fields. Successful applicants will be expected to conduct research, supervise clinical practice of graduate students in training, and teach undergraduate and graduate courses on clinically relevant topics. Successful candidates must hold a PhD in Psychology, have a strong research background, and demonstrate strong teaching and supervisory skills. Applications should be sent to: Dr. M. W. Donald, Head, Department of Psychology, Kingston Ontario K7L 3N6, Tel: (613) 533-2492; fax: (613) 533-2499.

reference, and copies of representative publications to: Dr. Dan Weeks, Chair, Department of Psychology, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6. Review of applications will begin on October 15, 2003 and continue until suitable candidates have been identified. The Department's webpage can be accessed at <http://www.psych.sfu.ca>. This position is subject to budgetary approval. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

**■ THE UNIVERSITY OF VICTORIA**—The Department of Psychology invites applications for a tenure-track appointment at the assistant or associate level in life span psychology focusing on adulthood and aging to begin July 1, 2004. Duties will include maintaining a successful program of research (as evidenced by publications and external grant support), teaching and student supervision at the undergraduate and graduate levels, and contributions to the collegiality, reputation, and day-to-day operation of the Department and the University of Victoria. Successful candidates must have a PhD in lifespan or developmental psychology and evidence of out-

standing achievement (research level) or potential (junior level) in senior level and teaching. Postdoctoral experience and/or desirable for candidates at the assistant level. Preferred subfields of specialization include health and lifespan development, culture and development, or quantitative methods for the study of aging. Candidates capable of teaching courses in advanced statistical methods are particularly encouraged to apply. Our aim is to build on our strengths and therefore we are seeking individuals who represent research interests would enable collaborations with the Lifespan program ([www.uvic.ca/psych/lifespan/](http://www.uvic.ca/psych/lifespan/)) or the Clinical Lifespan program ([www.uvic.ca/psych/clinical/](http://www.uvic.ca/psych/clinical/)) and the University of Victoria's Centre on Aging ([www.cogc.uvic.ca](http://www.cogc.uvic.ca)). To apply, send a letter of application (including a statement of research interests, accomplishments, and plans, as well as teaching interests, experience, and objectives) a curriculum vitae (including citizenship status), copies of scholarly publications, available evidence of teaching experience or effectiveness, and contact information for three references to: Lifespan Search Committee, Bonnie Leidenberger (Chair), Department of Psychology, University of Victoria, PO Box 3030, STN CSC, Victoria, BC V8W 3P5 Canada. The deadline for applications is November 1, 2003. The University of Victoria is an equal opportunity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal people, and people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

**■ CARLETON UNIVERSITY**—Subject to budgetary approval, the Department of Psychology invites to make a tenure-track appointment at the level of Assistant Professor to begin July 1, 2004. Preference will be given to candidates with research and teaching interests in the area of Applied Social Psychology, and who are able to teach courses such as organizational psychology, social issues, consultation and evaluation research, Social-Organizational Psychology is an area of growth in the Department. The Psychology Department has faculty conducting research on organizational diversity, action research, policy making, group processes, award winning, organizational research in information technology, workplace stress and downsizing. The Department of Psychology has a strong undergraduate and graduate program in experimental psychology. Further information can be obtained from our

website at <http://www.carleton.ca>. Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience to: Dr. John J. Schuck, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three references (forward supporting letters to the same address. Canadian citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Interested persons from these groups are encouraged to apply. Applications will be reviewed beginning December 1, 2003.

**■ MCGILL UNIVERSITY**—School/Applied Child Psychology, Department of Educational and Counselling Psychology (<http://www.mcgill.ca/edu-ec/>). Tenure-track position in our school/applied child psychology program, starting August 2004, at the assistant or associate professor level. Graduation from an APA accredited program in School Psychology would be an asset. However, applicants from other fields in Psychology, or other related programs are also welcome. McGill School/Applied Child Psychology Program is an APA accredited, scientist-practitioner combined MA and PhD. It has a theoretical base in applied developmental psychology and cognitive development. Evaluation of dossiers will begin on November 1st 2003, and continue until the position is filled. Applicants are asked to describe their active research program and their experience in teaching and professional supervision. Please send a cover letter, curriculum vitae, and sample publications and have at least three signed letters of reference sent directly to the School/Applied Child Psychology Search, c/o Professor Suzanne P. Lajole, Chair, Department of Educational and Counselling Psychology, McGill University, 3700 McTavish, Montreal, Quebec, Canada, H3A 2Y2, (514) 398-4260 or Suzanne.lajole@mcgill.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada are encouraged to apply. The University is committed to equality in employment.

**■ MCGILL UNIVERSITY**—Developmental Psychology, Department of Educational and Counselling Psychology (<http://www.mcgill.ca/edu-ec/>). Tenure-track position in our Applied Developmental Psychology program, starting August 2004, at the assistant or associate professor level. Applicants are encouraged from programs in

Applied Developmental or Developmental Psychology, Child Clinical or Clinical Psychology, School Psychology, Special Populations, and related areas. We are seeking applicants with a strong research program. Evaluation of dossiers will begin on November 1st, 2003, and continue until the position is filled. Applicants are asked to send a cover letter describing their research and teaching experience, a curriculum vitae, and sample publications, and have at least three signed letters of reference sent directly to the Developmental Psychology Search, c/o Professor Suzanne P. Lajole, Chair, Department of Educational and Counselling Psychology, McGill University, 3700 McTavish, Montreal, Quebec, Canada H3A 2Y2, (514) 398-4260 or Suzanne.lajole@mcgill.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equality in employment.

**■ QUEEN'S UNIVERSITY**—The Department of Psychology, two tenure-track positions in Clinical Psychology at the Assistant Professor level are available starting 1 July 2004, or as soon as possible thereafter. Applications will be accepted until 31 October 2003, or until the positions are filled. For information see our website at <http://www.psych.queensu.ca>. The program in Clinical Psychology is strongly committed to the scientist-practitioner model, and demonstrates excellence in research, teaching, and service. Preference will be given to candidates with research interests in developmental or behavioral issues in children and adolescents, or emotional or personality disorders in adults. The area of specific research interest should expand and complement our existing strengths and be relevant to the Clinical Programme. These include developmental and health psychology, adult and adolescent psychopathology, assessment, and neurobiological mechanisms of behaviour relevant to psychological and developmental issues. Successful candidates must hold a PhD in Psychology, have a strong research background, and demonstrate strong teaching and supervisory skills. Applications are invited for faculty positions in two areas: 1) Infant development and early childhood or adolescent development. Within these areas, we will consider candidates with research specializations in any domain of child development (e.g., social, cognitive, perceptual, etc.). The successful candidates must hold a PhD in psychology and be able to teach developmental psychology at the undergraduate and graduate levels, supervise undergraduate and graduate students, and present a research program with the potential to link with other research strengths within the area, including language development, cognitive, and social development, and developmental science, and developmental cognitive neuroscience. Decisions will be made on the basis of demonstrated research and teaching excellence, complementarity of research interests with existing in the Department, possession of relevant skills, and potential for collegial service. Salary will be commensurate with qualifications and experience. Queen's academic staff are governed by a collective agreement, the details of which are posted at <http://www.queensu.ca/qa>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada are encouraged to apply. The University has assigned two Canada Research Chairs to Developmental Psychology.

in addition to these two regular tenure-track appointments. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with a diversity of sexual orientation. Please send a letter of application, a curriculum vitae, copies of relevant research experience, and letters from three references to: Dr. M.W. Donald, Head, Department of Psychology, Kingston Ontario K7L 3N6, Tel: (613) 533-2492; fax: (613) 533-2499.

**■ QUEEN'S UNIVERSITY**—The Faculty of Arts & Science has up to three tenure-track positions available, one in Clinical Psychology, one in Child Clinical Psychology, and one in Behavioural Neuroscience. Please see our full-page advertisement in this issue or visit us on the Web at <http://www.artsandscience.queensu.ca/inter/mef/jobs.htm>. The Faculty of Arts & Science is looking to fill one junior Canada Research Chair in Human Development. Please see our full-page advertisement in this issue or visit us on the Web at <http://www.artsandscience.queensu.ca/inter/mef/jobs.htm>.

## Athabasca University

### Canada's Open University

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 26,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the position of:

### Assistant Professor, Legal Studies, Centre for State and Legal Studies

Candidates for this position should have at least a Master's degree in Law, with a broad general knowledge of the discipline, both practical and theoretical. The successful candidate will be expected to supervise courses in Commercial Law, The Canadian Legal System, Administrative Law, and the Impact of the Canadian Charter on Labour Relations, among others. The incumbent will supervise the development of courses in Legislative Drafting and potentially other courses that fit the needs of students in a number of programs including Communications, Human Services, Management, Nursing, and Aboriginal Education.

Experience in distance education, adult education, or other forms of innovative teaching—including electronic forms of delivery—will be regarded as an asset. All candidates will be expected to provide evidence of their teaching commitment and competence, and a record of their research and scholarly activities.

This is a tenure-track position. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Please refer to the full job profile on our web site at:

[www.athabascau.ca/jobprofiles](http://www.athabascau.ca/jobprofiles)

Further information about this position may be obtained from Dr. Jay Smith, Phone (780) 675-6387 or via email, [jay@athabascau.ca](mailto:jay@athabascau.ca)

All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a resume and the names and addresses of three references by October 15, 2003, quoting competition #APLS-CR-0903, to: Co-ordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T5S 3A3; by email: [resume@athabascau.ca](mailto:resume@athabascau.ca); or fax: (780) 675-6135.



Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities, and members of visible minorities. Athabasca University is located in the town of Athabasca, nestled in the picturesque Athabasca River Valley of north central Alberta, 145 km north of Edmonton. The successful applicant may consider residence in Athabasca, Edmonton or surrounding communities. Visit our web site at [www.athabascau.ca](http://www.athabascau.ca). To learn more about the town of Athabasca, visit [www.town.athabasca.ab.ca](http://www.town.athabasca.ab.ca)

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## Department of Statistics, University of Toronto

### Canada Research Chair in Statistics

The Department of Statistics at the University of Toronto invites applications for an appointment at the rank of Associate or Full Professor. The Department intends to nominate the successful candidate to a Canada Research Chair. The Department shares (with the Department of Computer Science) a research cluster in data mining, machine learning, and statistics, which is anchored by four Canada Research Chairs. These federally endowed chairs are open to all nationalities (<http://www.chairs.gc.ca>).

Candidates are expected to be outstanding scholars, whose research and teaching will make major contributions to the quality and stature of the Department. Appointments will be made at the rank of either Associate or Full Professor, to begin July 1, 2004 or thereafter. Salary will be commensurate with experience.

Letters of application, curriculum vitae, and statements on research and teaching, should be submitted to: Professor Keith Knight, Chair, Department of Statistics, University of Toronto, Toronto, ON, Canada M5S 3G3.

Names of four scholars who can serve as external referees should be provided. We will begin reviewing applications after October 15, 2003 and continue until the position is filled.

The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

## College of Science & Management

### UNBC

### Assistant or Associate Professor Ecosystem Science & Management Program Integrated Resource Management/Forest Resource Planning (Tenure-Track Positions)

The University of Northern British Columbia is seeking applications for a tenure-track faculty position at the Assistant or Associate Professor rank in Integrated Resource Management, with a focus on Forest Resource Planning. We are looking for an exceptional candidate who will develop an excellent research and teaching program at both the undergraduate and graduate levels. The anticipated start date for this position is the Winter 2004 semester (subject to budgetary approval).

The University of Northern British Columbia is located in a vast landscape that is outstanding in its natural beauty. The location of the main campus in Prince George (British Columbia) is a regional service, transportation, and industrial center, and serves as a gateway to Northern British Columbia, as well as to the Territories and Western Alberta. This environment provides excellent research and teaching opportunities and a supportive environment for the development and dissemination of knowledge that can assist in enhancing environmental values, facilitating sustainable management of natural resources, and providing multiple benefits to society.

Applicants should have a Ph.D. in Forestry, Integrated Resource Management, Ecosystem

Management, or a related field, and be committed to teaching excellence. Courses taught may include a senior undergraduate course in Natural Resources Planning combined with undergraduate and graduate-level Integrated Resource Management courses. Applicants will be familiar with a variety of planning tools, such as forest simulation models or GIS, and their use in planning applications such as timber scheduling, habitat evaluations and cumulative effects analysis. Applicants should also demonstrate effectiveness in research and scholarship, and have a broad knowledge of forest policies and practices in Canada and British Columbia. In addition, applicants will also have a strong desire to contribute to the development of teaching and research partnerships with northern communities, northern resource users and professional practitioners, and be willing to participate in interdisciplinary research in support of land and resource management decisions.

UNBC is a dynamic, inter-disciplinary institution offering degrees at the Bachelor's, Master's, and Ph.D. levels. Of particular relevance to this position are the undergraduate degree programs in Natural Resources Management and Environmental Planning, and graduate programs in Natural Resources and Environmental Studies.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting Competition #AESM17-03(B) to: Dr. Deborah Poff, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to Dr. W. B. McGill, Dean of the College of Science & Management, at: Telephone (250) 960-5755; Fax (250) 960-5537; E-mail: [mcgill@unbc.ca](mailto:mcgill@unbc.ca). Applications received on or before September 26, 2003 will receive full consideration; however applications will be accepted until the position is filled.

For more information, visit our Web site: [www.unbc.ca](http://www.unbc.ca)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

[www.UNBC.ca](http://www.UNBC.ca)

## CAREERS CARRIÈRES

expected to maintain an active research program, provide graduate student supervision, and do some undergraduate teaching. The starting salary will be commensurate with experience and the candidate's research interests should complement existing areas of research strength in the Social Area at Western. Current members of the Social Area at Western are Lorne Campbell, Victoria Fisher, Richard James Olson, Steve Seligman, and Richard Sorenson. Several other faculty members in the department have interests in clinical, social psychology, including Natalie Allen, Nicholas Kuiper, Rod Martin, John Meyer, and Sampo Paunonen. The Psychology Department has approximately 50 faculty members, 20 staff members, and over 100 graduate students enrolled in the Masters and PhD programs. It is one of the most distinguished psychology departments in Canada. Further information about the Department may be found at <http://www.sswc.uwo.ca/psychology>. The University of Western Ontario is situated in picturesque London, Ontario, a city of approximately 340,000 along the banks of the Thames River, approximately equidistant from Toronto and Detroit. The city of London is a vibrant community with many family-friendly amenities and has one of the lowest cost of living rates in Ontario. The University of Western Ontario is a prominent academic institution that has made a commitment to balance its teaching and research mission and excel as a research-intensive university. General information about the university can be found at <http://www.uwo.ca/communications/about.html>. Applicants should submit a curriculum vitae, a statement of research, teaching, and consulting experience, and three letters of recommendation sent to: Dr. K. Peter Ossenkopp, Acting Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. Consideration of applications will commence on November 1, 2003, and will continue until the position is filled. This position is subject to budgetary approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Faculty position in psychology with interests in academic learning in schools or universities. Applications are invited for a probationary (tenure-track) appointment at the rank of Assistant Professor in the Psychology Department at The University of Western Ontario, effective July 1, 2004. The position is open to any area of psychology, but we are looking for someone with research and teaching interests in the problems of academic learning in schools or universities. Successful applicants will have a PhD and will be expected to maintain an active research program, teach undergraduate and graduate courses in educational psychology, and provide graduate student supervision. The position selection criteria will be research excellence and productivity. The Psychology Department has approximately 50 faculty members, 20 staff members, and over 100 graduate students enrolled in the Masters and PhD programs. It is one of the most distinguished psychology departments in Canada. For information about the Department may be found at <http://www.sswc.uwo.ca/psychology>. The University of Western Ontario is situated in picturesque London, Ontario, a city of approximately 340,000 along the banks of the Thames River, approximately equidistant from Toronto and Detroit. The city of London is a vibrant community with many family-friendly amenities and has one of the lowest cost of living rates in Ontario. The University of Western Ontario is a prominent academic institution that has made a commitment to balance its teaching and research mission and excel as a research-intensive university. General information about the university can be found at <http://www.uwo.ca/communications/about.html>. Applicants should submit a curriculum vitae, a statement of research, teaching, and consulting experience, and three letters of recommendation sent to: Dr. K. Peter Ossenkopp, Acting Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. Consideration of applications will commence on November 1, 2003, and will continue until the position is filled. This position is subject to budgetary approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Faculty position in psychological statistics and experimental design. Applications are invited for a probationary (tenure-track) or tenured appointment at the rank of Assistant or Associate Professor in the Psychology Department at The University of Western Ontario, effective July 1, 2004. The successful applicant will be expected to provide statistical consulting, teaching, and supervising graduate students at the graduate level, provide graduate student supervision, and maintain an active research program in his or her substantive research area. The primary selection criteria will be research excellence and productivity, statistical teaching experience, and ability to provide statistical consultation. The Psychology Department has approximately 50 faculty members, 20 staff members, and over 100 graduate students enrolled in the Masters and PhD programs. It is one of the most distinguished psychology departments in Canada. Further information about the Department may be found at <http://www.sswc.uwo.ca/psychology>. The University of Western Ontario is situated in picturesque London, Ontario, a city of approximately 340,000 along the banks of the Thames River, approximately equidistant from Toronto and Detroit. The city of London is a vibrant community with many family-friendly amenities and has one of the lowest cost of living rates in Ontario. The University of Western Ontario is a prominent academic institution that has made a commitment to balance its teaching and research mission and excel as a research-intensive university. General information about the university can be found at <http://www.uwo.ca/communications/about.html>. Applicants should submit a curriculum vitae, a statement of research, teaching, and consulting experience, and three letters of recommendation sent to: Dr. K. Peter Ossenkopp, Acting Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. Consideration of applications will commence on November 1, 2003, and will continue until the position is filled. This position is subject to budgetary approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

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■ **THE UNIVERSITY OF OTTAWA** — The Department of Psychology is seeking two tenure-track positions effective July 1, 2004, preferably at the Assistant Professor level. Priority will go to applicants in the areas of 1) clinical psychology (eligible for registration with the College of Psychologists of Ontario), with a preference for a specialist in child or adolescent clinical psychology, 2) neuroscience or 3) quantitative methods. Excellent candidates in related areas are also encouraged to apply. Applicants should meet the following minimum requirements: Doctorate in Psychology and strong research potential. Fluency in French and English is essential. The salary is competitive and adjusted as a function of experience. Applications should be received before November 15, 2003. Please submit a letter of application, curriculum vitae, and three letters of reference, and reprints of two recent publications in refereed journals or other visible evidence of scholarly publication to: Dr. Claude Messier, Assistant Director, School of Psychology, LaSalle Hall, University of Ottawa, P.O. Box 450, St. Jean, Ottawa, Ontario, Canada K1N 6N5. In accordance with Canadian immigration requirements,

this advertisement is directed primarily to Canadian citizens and permanent residents. Equity is a University policy and we strongly encourage applications from women.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Psychology invites applications for a tenure-track assistant, associate or full professor in our CPA and APA accredited Clinical Psychology Training Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and the conduct of an on-going research program. We have a strong preference for someone with child clinical interests. Although applicants with adult clinical experience will also be considered, the ability to supervise child clinical work is important. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. Information about the Department can be found at: <http://www.psychology.uwaterloo.ca>. The anticipated start date for the position is July 1, 2004. Review of applications will begin on October 1, 2003, and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Ave. West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WINNIPEG** invites applications for three tenure-track positions in the Department of Psychology and Child Clinical Psychology at the rank of Assistant Professor commencing January 1, 2004 or July 1, 2004. For detailed position descriptions visit our website at [www.uwinnipeg.ca/facultypositions](http://www.uwinnipeg.ca/facultypositions). Contact: Dr. Stewart Page, Chair, Appointments Committee, Department of Psychology, University of Winnipeg, Winnipeg, Ontario N8B 3P4, Phone: 519.253.3000, Ext. 2215, Fax: 519.973.7021, Email: [page@uwinipeg.ca](mailto:page@uwinipeg.ca). For information on the University of Winnipeg or the City of Winnipeg, contact Dr. Janice Dzick, Director, Faculty Recruitment at 877.663.6608 (toll free) or [recruitment@uwinipeg.ca](mailto:recruitment@uwinipeg.ca).

■ **THE UNIVERSITY OF WATERLOO** — The Department of Psychology invites applications for a tenure-track assistant professor in Developmental Psychology. The successful candidate must have a PhD in Developmental Psychology or related area. We are interested in applicants from all areas of developmental psychology, especially if their research would contribute to our focus on social and cognitive development as they pertain to communication. We are seeking an individual who has a strong research record and strong commitments to teaching, research, and the supervision of

undergraduate and graduate students. Information regarding the department can be found at [www.psychology.uwaterloo.ca](http://www.psychology.uwaterloo.ca). Information regarding the Waterloo area can be found at [www.region.uwaterloo.ca](http://www.region.uwaterloo.ca). The anticipated start date for the position is July 1, 2004. Review of applications will begin on December 8, 2003 and will continue to review them until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Search Committee, Department of Psychology, University of Waterloo, Waterloo, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WINNIPEG** invites applications for three tenure-track positions in the Department of Psychology and Child Clinical Psychology at the rank of Assistant Professor commencing January 1, 2004 or July 1, 2004. For detailed position descriptions visit our website at [www.uwinnipeg.ca/facultypositions](http://www.uwinnipeg.ca/facultypositions). Contact: Dr. Stewart Page, Chair, Appointments Committee, Department of Psychology, University of Winnipeg, Winnipeg, Ontario N8B 3P4, Phone: 519.253.3000, Ext. 2215, Fax: 519.973.7021, Email: [page@uwinipeg.ca](mailto:page@uwinipeg.ca). For information on the University of Winnipeg or the City of Winnipeg, contact Dr. Janice Dzick, Director, Faculty Recruitment at 877.663.6608 (toll free) or [recruitment@uwinipeg.ca](mailto:recruitment@uwinipeg.ca).

■ **THE UNIVERSITY OF WATERLOO** — The Department of Psychology invites applications for a tenure-track assistant professor in Developmental Psychology. The successful candidate must have a PhD in Developmental Psychology or related area. We are interested in applicants from all areas of developmental psychology, especially if their research would contribute to our focus on social and cognitive development as they pertain to communication. We are seeking an individual who has a strong research record and strong commitments to teaching, research, and the supervision of

quality of life for people living with chronic disease or disability, or health and wellness of particular population groups. The successful applicant will be an Affiliated Scientist with the Centre for Behavioural Research and Program Evaluation (CBRPE), which is part of the Canadian Cancer Society/National Cancer Institute of Canada's national research network. CBRPE and the Department of Recreation and Leisure Studies are located in the Faculty of Applied Health Sciences, a multidisciplinary faculty with a range of social science and applied fields. Salary range will be commensurate with qualifications and experience. Anticipated start date is July 1st, 2004. The deadline for applications is October 30th, 2003. A curriculum vitae and three letters of reference directly from referees should be sent to: Dr. Susan M. Shaw, Chair, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario N2L 3G1. Further information about the Department can be found at <http://www.uws.uwaterloo.ca/rec/>. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

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## RELIGIOUS STUDIES

■ **McMASTER UNIVERSITY** — The Department of Religious Studies invites applications for a full-time tenure track position in Indian or Indo-Tibetan Buddhism, starting July 1, 2004. The position is at the level of Assistant Professor. The Department offers undergraduate and graduate work in three fields: Asian, Biblical and West. In the Asian field, on the graduate level we currently focus on Buddhism in India, China, Japan, and on Hinduism and Jainism in India. This appointment will contribute to our graduate program in Buddhism and strengthen our resources in Sanskrit. The successful candidate must have completed the PhD and have expertise in the relevant language(s). The successful candidate must have an excellent command of Sanskrit and Pali; for Indo-Tibetan Buddhism an excellent command of Sanskrit and Tibetan is required. The successful candidate will be expected to establish an independent program of scholarly research yielding significant peer-reviewed publications. Other responsibilities, including undergraduate and graduate teaching and the supervision of MA and PhD graduate students, must be carried out effectively. Applicants should submit a letter of application, a statement

## SIMON FRASER UNIVERSITY

**FACULTY POSITIONS  
IN BUSINESS ADMINISTRATION**

The Faculty of Business Administration at Simon Fraser University invites applications for tenure-track appointments in: \* **INTERNATIONAL BUSINESS (strategy)** \* **FINANCE (investments)** \* **STRATEGY (corporate governance)** \* **MANAGEMENT SCIENCE / MANAGEMENT OF TECHNOLOGY** (operations management / statistics) \* **MANAGEMENT INFORMATION SYSTEMS**

Ph.D. in hand or near completion required. Rank: Assistant or Associate. Successful candidates will have strong research and teaching abilities with established research programs in one of the areas above and an interest in teaching at the undergraduate, graduate, executive levels, and in the Faculty's innovative on-line graduate programs. **START DATE:** September 2004 or at a mutually agreed upon time.

All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

~ Send curriculum vitae and the names of three referees to: Chair of the Appointments Committee, Faculty of Business Administration, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia V5A 1S6 CANADA ~ The search will close on November 30, 2003 or when the positions have been filled.

[www.sfu.ca](http://www.sfu.ca)

[www.bus.sfu.ca](http://www.bus.sfu.ca)



**McGill**

## MacDonald Chair in Moral Philosophy

The Department of Philosophy at McGill University invites applications for the MacDonald Chair in Moral Philosophy. This is an endowed chair in moral philosophy broadly construed, at the rank of Full Professor.

Candidates for the MacDonald Chair should be distinguished scholars with outstanding records of research, graduate teaching and supervision, and undergraduate teaching. Dossiers should include a curriculum vitae, examples of recent scholarship, and the names of three referees whom the University may contact. The appointment is expected to begin August 1, 2004. The search committee will begin reviewing applications on October 31, 2003 and will

continue to do so until a suitable candidate is found. For more information about the Department and the University, visit the Department's website at <http://www.arts.mcgill.ca/programs/philo/>

Please forward letter of application and supporting materials to:

Professor Philip Buckley, Chair  
Department of Philosophy  
McGill University  
855 Sherbrooke Street West  
Montreal, Quebec, Canada H3A 2T7

McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The language of instruction at McGill is English, but working knowledge of French is also an asset.

[www.mcgill.ca](http://www.mcgill.ca)



**THE UNIVERSITY OF BRITISH COLUMBIA**

## HEAD OF FRENCH, HISPANIC &amp; ITALIAN STUDIES

The Faculty of Arts at UBC invites applications for the position of Head of the Department of French, Hispanic and Italian Studies. The appointment, subject to budgetary approval, will commence no later than July 1, 2004.

The Department of French, Hispanic and Italian Studies offers B.A., M.A. and PhD programs in French and Hispanic studies, as well as undergraduate courses in Italian language and culture and Portuguese. The Department has 26 full-time faculty and six twelve-month lecturers.

We are seeking a full professor who will lead the Department for a five-year term, renewable for a second five-year term pending a satisfactory review. Salary will be commensurate with qualifications and experience. The successful applicant will have an outstanding record of scholarly activities in any of the Department's fields of expertise, a record of successful teaching and demonstrated administrative and leadership skills. The ideal candidate will help the Department to take full advantage of new opportunities provided by changing research and teaching environments and by rapidly developing interdisciplinary connections across departments and faculties. Knowledge of at least two of the languages taught in the Department would be an asset.

Applications, curriculum vitae, and names of referees (including e-mail addresses) should be sent to: Dr. Nancy Gallini, Dean of Arts, Chair of the Search Committee, Office of the Dean of Arts, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z1. The deadline for receiving materials is November 15, 2003. Applications and enquiries may also be forwarded via email to the Dean's Assistant, Eileen Oertwig, at [eileen.oertwig@ubc.ca](mailto:eileen.oertwig@ubc.ca).

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority.



**Simon Fraser University  
Faculty Positions  
Department of Biological Sciences**

The Department of Biological Sciences seeks to fill several tenure-track faculty positions in the areas of cell biology, physiology, and developmental biology. Appointments will be made at the Assistant Professor level, but in exceptional circumstances a higher rank or nomination for a Canada Research Chair will be considered.

Successful candidates will pursue vigorous, externally funded research programs that include the training of graduate students. They will be expected to contribute to the teaching of current one undergraduate courses, as well as developing graduate courses, in their areas of expertise.

Review of applications will begin on December 1, 2003, and the search will remain active until the positions are filled. Applicants should send a curriculum vitae, three representative reprints, a one-page summary of their research objectives, and contact details for three referees to: Dr. Tony D. Williams, Chair, Department of Biological Sciences, Simon Fraser University, 8888 University Blvd., Burnaby, B.C. V5A 1S6, Canada. Fax: 604.291.4312.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The appointment is subject to final budgetary approval by the University.

Simon Fraser University, located in the greater Vancouver area, is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

## CAREERS CANNES

of research and teaching interests, and a curriculum vitae, and arrange for three confidential letters of recommendation to be sent to: Dr. Eileen Schuller, Chair, Department of Religious Studies, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4K1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. The deadline for application is October 27, 2003.

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts & Sciences has up to two tenure-track positions available, one in East Asian Religion and one in the History of Christianity. Please see our fullpage display ad in this issue or visit us on the Web at <http://jobs.concordia.ca/mrte/religion.htm>.

■ **THE UNIVERSITY OF TORONTO** — Applications are invited for a Tenure stream position, Assistant Professor, Department of the Study of Religion, University of Toronto. PhD (normally in the study of religion), excellent record of research and publication, and excellence in teaching required. Major area of specialization should be Christian Origins. Candidates should have expertise in philological, historical, and/or scientific approaches to the study of early Christianity and competence in Second Temple Judaism, the material and literary cultures of the Eastern Mediterranean, and/or Graeco-Roman religions. Ability to teach introductory courses in major religious traditions will be an asset. The successful candidate will teach undergraduate courses in the Department for the Study of Religion and graduate courses at the Centre for the Study of Religion on the St. George campus. Salary commensurate with qualifications and experience. Applicants should submit a letter of application, curriculum vitae, evidence of teaching effectiveness, and arrange for three letters of reference to be sent to Professor James DiCenzo, Chair, Department for the Study of Religion, 123 St. George St., University of Toronto, Toronto, Ontario, M5S 2E1. Candidates invited for an interview will be asked to send samples of their published work. The appointment will be effective July 1, 2004. Applications should be received by November 3, 2003. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most vibrant cities in the world. The University of Toronto is strongly committed to diversity within its community and specifically within the Faculty of Arts. The University group members, women, Aboriginal persons, persons with disabilities, members of sexual minorities, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **RUSSIAN**

■ **THE UNIVERSITY OF VICTORIA** — The Department of Germanic and Russian Studies invites applications for a tenure-track position in Russian Studies (Assistant Professor), commencing 1 July 2004. Applicants should have a PhD in Russian Studies and have a firm thesis defence date set, possess native or near-native speaking abilities in Russian and be able to teach undergraduate and graduate students in literature and culture of the 19th and 20th centuries. A research record in this area is required. A commitment to teaching and proven ability in language teaching is essential, and familiarity with CALL and interdisciplinary studies would be definite assets. Letters of application, CVs (including all university transcripts), and confidential letters from three referees should be sent to: Dr. Peter Gell, Chair, Department of Germanic and Russian Studies, University of Victoria, PO Box 3045, STN C, Victoria BC V8W 3P4, email: [ap@uvic.ca](mailto:ap@uvic.ca), phone: (250) 721-6329, fax: (250) 721-7319. Deadline for completed applications is 31 October 2003. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of sexual orientations and genders, and others who may contribute to further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

■ **SOCIAL SCIENCE**

■ **YORK UNIVERSITY** — Toronto, Ontario. The Division of Social Science, Faculty of Arts, seeks tenure-track Assistant Professors in five fields: five social sciences, business and society; International Development; Communication Studies (2 positions); Critical Criminology (joint appointment with Sociology in the field of Law, Crime and Social Regulation). Details in full-page ad in this issue and at <http://www.yorku.ca/academic>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academic> or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **THE UNIVERSITY OF WINNIPEG** — The Department of Sociology invites applications for a tenure-track position effective July 1, 2004. The preferred candidate will have a PhD in Sociology or Criminology and be able to teach introductory and intermediate courses in Sociology. Candidates should have a PhD or be near completion of a PhD and have a strong commitment to undergraduate teaching and research. The position is subject to budgetary approval. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents to further diversification of ideas. The Search Committee will begin reviewing applications on or after 1 October 2003. Candidates should send a current Curriculum Vitae, writing samples, a teaching dossier, and a statement outlining current and future research interest to the address below. Applicants should also include three letters of recommendation under separate cover. Please send the above to: Professor Charles Jones, Chair, Department of Sociology, University of Toronto at Mississauga, 3359 Mississauga Road North, Mississauga, Ontario, Canada L4W 1M5, Tel: 905-896-5641, Email: [cjones@uomiss.ca](mailto:cjones@uomiss.ca).

■ **MCGILL UNIVERSITY** — Applications are invited for two tenure-track positions, commencing August 2004. Applicants are likely to be made at the Assistant Professor level, but we will accept applications at all ranks in the following areas: development of crime and social control; and development or ethnicity. Ability to teach advanced qualitative or quantitative methods is expected. Interested persons should write to: Chair, Deviance/Crime Recruitment Committee, Department of Sociology, McGill University, Room 712 Lescaze, 855 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T4. Previous applicants need only send materials to update their files. Applications should be received by October 15, 2003. McGill University is an equity employer. For more information on the Department, visit our website at: <http://www.mcgill.ca/sociology>. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.



## Tenure-Stream Position Accounting

The Schulich School of Business at York University in Toronto, Canada, is seeking tenure-stream faculty in accounting at the assistant, associate or full professor level effective July 1, 2004.

Preferred candidates will:

- have a strong commitment to scholarly research and publication
- be qualified to teach in financial or managerial accounting – teaching international accounting would be beneficial
- possess a completed doctorate or be close to completion
- provide evidence of effective teaching
- be willing to use cases in teaching

The deadline for receiving applications is March 30, 2004.

Please send application letter and curriculum vitae to:

Professor Janne Chung  
Chair, Accounting Area Recruiting Committee  
Email: [jchung@schulich.yorku.ca](mailto:jchung@schulich.yorku.ca)

Salary and benefits are competitive. This position is subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, racial/visible minorities, persons with disabilities and Aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Schulich School of Business welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academic> or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

## Lakehead UNIVERSITY

### SSHRC TIER II CANADA RESEARCH CHAIR

The Canada Research Chairs (CRC) Program was established by the Government of Canada to foster world-class centres of research excellence in the global, knowledge-based economy. Lakehead University is seeking to fill one Social Sciences and Humanities Research (SSHRC) Tier II Chair beginning in Fall 2004 or Winter 2005. We invite CRC applications and nominations within the following strategic research areas: Aboriginal Studies; Health, Society and Culture; Resource-based Competitiveness and the Environment; and High Technology. Applications from all areas of the humanities and social sciences are welcome. Preference will be given to qualified applicants in the area of Aboriginal Studies. For additional details regarding the strategic research areas, interested candidates are directed to Lakehead University's CRC Strategic Research Plan at [www.lakeheadu.ca/~research/wvw](http://www.lakeheadu.ca/~research/wvw). Tier II candidates must be acknowledged by their peers as having the potential to lead their research fields.

Lakehead University is located in the heart of the Great Lakes in Thunder Bay, Ontario, Canada, and offers a comprehensive array of programs in the Social Sciences, Humanities, Arts, Sciences, Business, Education, Engineering, Forestry, Kinesiology, Nursing, Social Work and Outdoor Recreation. A significant mandate of the University is to serve the vast region of Northwestern Ontario and the Aboriginal community through on-campus and community-based programming, part-time studies and distance education. Lakehead is a national and international institution and a large proportion of its approximately 6,200 students come from outside the region. The University has more than 260 faculty engaged in teaching and research, and a staff of approximately 1600. For more information about Lakehead University, please visit our web site at [www.lakeheadu.ca](http://www.lakeheadu.ca).

Applications and nominations including a curriculum vitae, five year research plan and three (3) confidential letters of recommendation sent under separate cover by the candidate's referees should be forwarded to: Dr. Harun Rashid, Acting Associate Vice-President Research, Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1. Review of applications will begin on December 1, 2003.

Please note that all positions are subject to review and final approval by the CRC Secretariat in Ottawa. For additional information on the CRC Program, please visit the program website at: [www.chairs.gc.ca](http://www.chairs.gc.ca).

Lakehead University is committed to Employment Equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities. The Canada Research Chairs Program imposes no restrictions on nominees with regard to nationality or country of residence.

■ **THE UNIVERSITY OF WINNIPEG** — The Department of Sociology invites applications for a tenure-track position effective July 1, 2004. The preferred candidate will have a PhD in Sociology or Criminology and be able to teach introductory and intermediate courses in Sociology. Candidates should have a PhD or be near completion of a PhD and have a strong commitment to undergraduate teaching and research. The position is subject to budgetary approval. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents to further diversification of ideas. The Search Committee will begin reviewing applications on or after 1 October 2003. Candidates should send a current Curriculum Vitae, writing samples, a teaching dossier, and a statement outlining current and future research interest to the address below. Applicants should also include three letters of recommendation under separate cover. Please send the above to: Professor Charles Jones, Chair, Department of Sociology, University of Toronto at Mississauga, 3359 Mississauga Road North, Mississauga, Ontario, Canada L4W 1M5, Tel: 905-896-5641, Email: [cjones@uomiss.ca](mailto:cjones@uomiss.ca).

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■ **MCGILL UNIVERSITY** — Applications are invited for two tenure-track positions, commencing August 2004. Applicants are likely to be made at the Assistant Professor level, but we will accept applications at all ranks in the following areas: development of crime and social control; and development or ethnicity. Ability to teach advanced qualitative or quantitative methods is expected. Interested persons should write to: Chair, Deviance/Crime Recruitment Committee, Department of Sociology, McGill University, Room 712 Lescaze, 855 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T4. Previous applicants need only send materials to update their files. Applications should be received by October 15, 2003. McGill University is an equity employer. For more information on the Department, visit our website at: <http://www.mcgill.ca/sociology>. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.

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■ **THE UNIVERSITY OF WINNIPEG** — The Department of Sociology invites applications for a tenure-track position effective July 1, 2004. The preferred candidate will have a PhD in Sociology or Criminology and be able to teach introductory and intermediate courses in Sociology. Candidates should have a PhD or be near completion of a PhD and have a strong commitment to undergraduate teaching and research. The position is subject to budgetary approval. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents to further diversification of ideas. The Search Committee will begin reviewing applications on or after 1 October 2003. Candidates should send a current Curriculum Vitae, writing samples, a teaching dossier, and a statement outlining current and future research interest to the address below. Applicants should also include three letters of recommendation under separate cover. Please send the above to: Professor Charles Jones, Chair, Department of Sociology, University of Toronto at Mississauga, 3359 Mississauga Road North, Mississauga, Ontario, Canada L4W 1M5, Tel: 905-896-5641, Email: [cjones@uomiss.ca](mailto:cjones@uomiss.ca).

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## CAREERS CARRIÈRES

accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

**SAINT MARY'S UNIVERSITY** — The Department of Modern Languages and Classics invites applications for a tenure-track position in Spanish at the rank of Assistant Professor starting July 1, 2004. We are looking for a Latin American specialist to bring leadership to our expanding Spanish program. The ideal candidate will have a demonstrated record of effectiveness in university teaching, a strong commitment to ongoing graduate language instruction at all levels, interest and imagination for developing courses in Latin American language and culture, and familiarity with the use of instructional technologies. An ability to contribute to Saint Mary's interdisciplinary program in International Development Studies and/or other Latin American projects will be a distinct advantage. Applicants should hold a doctorate in a relevant field, demonstrate potential for building a strong research profile, and possess native or near-native fluency in Spanish and English. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. Its distinctly international character is reflected in its proportion of international students and success in securing funding for international projects. Saint Mary's has a number of collaborative agreements with universities and educational agencies

in Latin America and around the world. The Faculty of Arts is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Letters of application accompanied by an up-to-date curriculum vitae, three confidential letters of reference addressed to the Chair of the Selection Committee, and a teaching dossier including recent teaching evaluations should be sent to Selection Committee for Spanish, Modern Languages and Classics, Saint Mary's University, Hall, Nova Scotia, B3M 3C3, email: anthony.faville@smu.ns.ca. The closing date for applications is November 15, 2003. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Visit our web site at [www.smu.ns.ca](http://www.smu.ns.ca).

## SPANISH &amp; GERMAN

**THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in Spanish and German with expertise in teaching and/or research in the Department of Languages, Literatures, and Culture at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions).

**YORK UNIVERSITY** — Toronto, Ontario. The Department of Mathematics and Statistics, Faculty of Arts, seeks tenure-track Assistant Professor in Statistics. As well, applications are invited for an NSERC University Faculty Award in the areas of Actuarial or Financial Mathematics, Mathematical Analysis, or Statistics. Details in full-page ad in this issue and at <http://www.math.yorku.ca/academic> by December 31, 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The Affirmative Action Program can be found on [www.yorku.ca/academic](http://www.yorku.ca/academic) or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

## SPORT &amp; LEISURE MANAGEMENT

**THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the Department of Kinesiology in the area of Sport Management/Leisure Management at the rank of Assistant or Associate Professor commencing July 1, 2004. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. James Weese, Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2432, Fax: 519-973-7056, Email: [jweese@uwindsor.ca](mailto:jweese@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drake, Director, Faculty Recruitment at 877-665-6508 (toll free) or [recruitment@uwindsor.ca](mailto:recruitment@uwindsor.ca).

## STATISTICS &amp; ACTUARIAL SCIENCES

**THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Statistical and Actuarial Sciences invites applications for a 3-year limited term position at the rank of Lecturer or Assistant Professor in the area of Statistics commencing January 1, 2004. Minimum qualifications are a Master's degree in Statistics with demonstrated excellence in teaching. Duties will include teaching up to eight half-course equivalents in Statistics at the 100-level, 100-level and 200-level over a twelve month period, plus student counseling and other administrative duties. The teaching assignment may include teaching large enrollment courses. Applications, including a detailed curriculum vitae and the names of three references should be sent to: Professor A. I. McLeod, Chair, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada N6A 5B7. The deadline for receipt of applications is October 31, 2003. Position is subject to budget approval. All qualified candidates will be invited for an interview. Candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

**THE UNIVERSITY OF WATERLOO** — Statistics and Actuarial Science at the University of Waterloo is one of five academic departments in the Faculty of Mathematics. Beginning in 2003, the Faculty is initiating a major expansion in the area of scientific computing and computational mathematics, both at the undergraduate and graduate levels. The anticipated growth in student numbers will result in a combined enrollment of 450 scientific computing/computational mathematics students by the end of this decade. In anticipation of this expansion, the Department of Statistics and Actuarial Science wishes to appoint several additional faculty members with research interests in all areas of computational statistics, probability and data analysis. These appointments will be tenure-track positions, mainly at the Assistant and Junior Associate Professor level, but applicants at the Full Professor level with exceptional records will also be given serious consideration. Successful candidates will be expected to participate in the teaching and research activities of the Department of Statistics and Actuarial Science. The CMCMC will oversee both the undergraduate and graduate programs with the proposed expansion in scientific computing and statistics. The CMCMC is a body-based. These new faculty positions will add to or complement the current strength in the Department in the areas of statistical programming environments, data reduction, analysis and visualization, simulation, statistical learning, data mining, drug discovery and computer experimentation, as well as computational finance. To learn more about the CMCMC, see <http://www.math.uwaterloo.ca/cmcmc/>. Applicants must have a PhD in Statistics, Computer Science, or a related discipline, with a proven ability in or potential for research in computational

statistics. Good teaching and communication skills are also essential. Interested individuals should send a curriculum vitae, a statement of their research interests, two recent research articles, and the names and addresses of at least three references to: Dr. Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 ([alan.george@utoronto.ca](mailto:alan.george@utoronto.ca)) by December 31, 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. These appointments are subject to the availability of funds.

## SURFACE SCIENCE

**THE UNIVERSITY OF WESTERN ONTARIO** — Surface Science Western (SSW; <http://www.uwo.ca/ssw/index.html>) is among the most comprehensively equipped and staffed laboratories in North America applying surface analytical techniques to applied and fundamental research on a wide range of materials, including: microelectronic materials, polymer chemistry and catalytic reactions, in operation for more than two decades. SSW is a financially self-sustaining unit that generates most of its revenue externally. With an annual budget of more than \$1.5 million and 15 full-time employees, SSW serves about 200 industries annually in addition to its academic collaborators. In anticipation of the current Quebec's retirement, applications are invited for the post of Director of Surface Science Western for a five-year term (renewable). The Director's foremost responsibility is the operation and advancement of SSW. The successful candidate will concurrently hold an academic appointment in at least one of the departments of Chemistry, Earth Sciences or Physics & Astronomy at the rank of Professor (with tenure) or Associate Professor (with or without tenure). In addition to presenting a profile compatible with the activities now underway at SSW, the successful candidate will have a proven ability to complement the current strength in the Department in the areas of statistical programming environments, data reduction, analysis and visualization, simulation, statistical learning, data mining, drug discovery and computer experimentation, as well as computational finance. To learn more about the CMCMC, see <http://www.math.uwaterloo.ca/cmcmc/>. Applicants must have a PhD in Statistics, Computer Science, or a related discipline, with a proven ability in or potential for research in computational

**THEOLOGICAL STUDIES**  
**CONCORDIA UNIVERSITY** — The Faculty of Arts & Science has one tenure-track position available in Biblical Studies. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/interrel/jobs.htm>.

## WOMEN'S STUDIES

**THE UNIVERSITY OF LEDBETIDGE** — The Faculty of Arts and Science at the University of Lethbridge invites applications for the position of Coordinator of the Women's Studies Program. This is a probationary (tenure-track) position, at the rank of Assistant or Associate Professor, beginning 1 July 2004, subject to budgetary approval. A start date of January 1, 2004 may be possible. A PhD is required in Women's Studies or any Interdisciplinary/Disciplinary area with clear emphasis on women-centered studies. Expertise in the areas of gender, feminist theory, research methods, and interdisciplinary pedagogical approaches is sought. Administrative experience is required. Interdisciplinary in scope, the Program in Women's Studies is grounded in a feminist theoretical framework which positions "women" as subject and gender as an analytical tool in the acquisition and critique of knowledge. A Bachelor of Arts degree or an individualized Multidisciplinary Major is an option for all Arts and Sciences students wishing to major in Women's Studies. Interested persons are invited to view the Women's Studies website at: [www.leth.ca/wstudies/](http://www.leth.ca/wstudies/). The University aims to hire individuals who have demonstrated excellence in teaching, research and scholarship. Established research programs. The successful applicant will be expected to develop a continuing research program, and to seek external research funding. New Faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational opportunities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best educational available. The University is an equal opportunity employer and offers a non-union environment. For more information about the University please visit our website at [www.leth.ca](http://www.leth.ca). The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of research interests, teaching, teaching evaluations and publication records or preprints, a statement of teaching philosophy, and a list of research interests, and names of at least three referees who are scholars in the field. Arrange for the material and the three letters of reference to be mailed to: Dr. Shelly Mismahl, Mathematics and Computer Sciences, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2529. The closing date for applications is October 31, 2003.

## B CAUT ACPPU

Publisher's Statement  
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT experts that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for those positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for those positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 14th St., N.W., Washington, DC 20005, Tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures en fonction de la race, de l'origine nationale, de la religion, de la couleur, de l'âge, de l'état civil, de la situation familiale, ethniques, de l'orientation sexuelle, d'origine sociale ou de convulsions ou d'autres particularités physiques, ethniques. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées, à moins que des raisons valables soient fournies à l'éditeur. Il est la responsabilité de l'établissement qui a l'intention de publier une annonce restrictive de fournir à l'éditeur du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes sont signataires au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux de plus de 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. En conséquence, les applications pour les postes annoncés dans le Bulletin de l'ACPPU peuvent être demandées à fournir des renseignements de nature confidentielle.

Le Bulletin accepte les offres de service à l'étranger du Canada à titre de service pour les membres de l'ACPPU qui souhaitent être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors (AAUP) enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Plus d'informations sur ces censures supplémentaires aux censure peuvent être obtenues en écrivant à l'AAUP, Suite 500, 1012 14th St., N.W., Washington, DC 20005, Tel: 202-737-5900.

## Tarifs de publicité

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## Ad Deadlines 2003-2004

The Bulletin is published 10 times during the academic year, once a month except July and August.

ISSUE	CLASSIFIED	DISPLAY
October	September 9/03	September 16/03
November	October 8/03	October 15/03
December	November 7/03	November 14/03
January	December 2/03	December 9/03
February	January 8/04	January 15/04
March	February 9/04	February 16/04
April	March 8/04	March 15/04
May	April 7/04	April 14/04
June	May 7/04	May 14/04

No changes or cancellations after the deadline.

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CAUT BULLETIN

## Dates limites 2003-2004

Le Bulletin est publié dix fois pendant l'année universitaire, une fois chaque mois, sauf juillet et août.

NUMERO	PETITES ANNONCES	GRANDES ANNONCES
Octobre	9 septembre 2003	16 septembre 2003
Novembre	8 octobre 2003	15 octobre 2003
Décembre	7 novembre 2003	14 novembre 2003
Janvier	2 décembre 2003	9 décembre 2003
Février	8 janvier 2004	15 janvier 2004
Mars	9 février 2004	16 février 2004
Avril	8 mars 2004	15 mars 2004
Mai	7 avril 2004	14 avril 2004
Jun	7 mai 2004	14 mai 2004

Il n'y a aucune modification ou annulation après la date limite.

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## CAREERS CARRIÈRES

■ **THE UNIVERSITY OF VICTORIA** — The Women's Studies Department invites applications for a tenure track position at the assistant professor level, commencing July 1, 2004. We are particularly interested in individuals who can contribute to furthering an integrative feminist analysis. The successful candidate will have a PhD or equivalent, a record of feminist scholarship, a demonstrated commitment to teaching in an interdisciplinary, undergraduate Women's Studies program, ability to draw on experiential knowledge in research and teaching, and willingness to help in the development of a M.A. program. Further, as a member of a small department, the candidate will be expected to share in administrative duties both at the departmental and university level. The department is strongly committed to both excellence and equity and to increasing the diversity of approaches and perspectives in teaching and research. Thus, diversity and equity issues will be a factor in the selection process. Preference will be given to a specialization in lesbian/gay studies and sexualities. However, those with specializations in women's health and environment, feminist political economy, globalization or some combination thereof as applied to any field of inquiry are also invited to apply. Applications must include a complete CV, the name and address (including E-mail, fax, and telephone numbers) of at least three referees whom the department may contact, copies of selected relevant publications, and a statement of teaching evaluations. Please send applications to: Dr. Sikata Banerjee, Chair, Dept. of Women's Studies, University of Victoria, P.O. Box 3045 Stn. CSC, Victoria BC V8W 2P4. Closing date for application is December 10, 2003. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. In accordance with Canadian Immigration requirements, Canadian and permanent residents. Others are encouraged to apply but not eligible for appointment until a Canadian search is completed and no appointment made.

## WRITING

■ **THE UNIVERSITY OF VICTORIA** — The Department of Writing invites applications for a tenure-track position in poetry at the Assistant Professor level. Applicants should have at least a master's degree or equivalent, proven teaching skills, and a good record of publications. Teaching duties will include poetry workshops and lecture courses on the theory and practice of poetry. Salary of position commensurate with University of Victoria policy. Effective date: July 1, 2004. This position is subject to funding. Please send a current C.V. and the names and addresses of three referees to Professor W.D. Valgarsson, Chair, Department of Writing, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing date for receipt of applications: November 28, 2003. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadian and permanent residents will be given priority.

## ZOOLOGY

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Zoology invites applications for a tenure track position at the assistant professor level in environmental/evolutionary/ecological physiology. We seek an outstanding individual with a strong interest in mechanism and able to interact with adaptationist physiologists and biologists as well as with ecologists and evolutionary biologists. The successful applicant will have a mentoring record and will be expected to develop and sustain a strong externally funded research program that involves the training of graduate students and will be expected to contribute to the teaching of core biology courses at the undergraduate and graduate level. The expected starting date is January 1, 2004. Salary will be commensurate with experience. Appointment will be at the assistant professor level and is subject to final budgetary approval. Applicants should send a curriculum vitae, a summary of research interests and teaching philosophy, reprints of three key publications, and the names and e-mail addresses of three referees to: Dr. Bill Milson, Head, Department of Zoology, University of British Columbia, 6210 University Boulevard, Vancouver, BC, Canada, V6T 1Z4 (e-mail: head@zoology.ubc.ca, fax: (604) 822-5700). Candidates should ask referees to send supporting letters to the same address. Screening of applications will begin October 1, 2003 and continue until a suitable candidate is found. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian and permanent residents of Canada will be given priority.

## ACCOMMODATIONS

■ **FOR RENT** — (Toronto, January 1 to May 31, fully furnished, charming 3 bedroom house; quiet, pretty street; five-minute walk from Danville/Vogel subway; \$2250pm plus utilities, dates negotiable; email: derek@yorku.ca or phone 416 481 6904.

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## PRIX Sarah-Shorten 2004

## Appel de candidatures

Le Comité du statut de la femme de l'ACPU lance un appel de candidatures pour l'attribution du prix Sarah-Shorten de 2004.

Institué en 1990, le prix Sarah-Shorten a pour but de reconnaître les réalisations exceptionnelles d'une promotrice de l'avancement des femmes dans les universités canadiennes.

L'invitation s'adresse aux associations de professeurs, aux comités du statut de la femme ou aux parties intéressées. Dès qu'elles sont soumises, les candidatures sont conservées dans les dossiers jusqu'à la fin de l'année suivante. Les candidatures qui seront présentées de nouveau seront acceptées.

## Les pièces suivantes accompagnent les mises en candidature :

- une lettre de mise en candidature énonçant en détail les contributions de la candidate à l'avancement des femmes à l'université et ses réalisations dans ce domaine;
- un curriculum vitae complet de la candidate proposée;
- des lettres d'appui (prière d'indiquer si vous consentez à ce que votre lettre soit remise à la lauréate).

## Les critères dont le Comité se sert pour recommander une candidature au Conseil de l'ACPU sont les suivants :

1. Il n'est pas nécessaire qu'une candidate soit membre de la communauté universitaire, mais le résultat de ses contributions doit avoir été à l'avantage des femmes à l'université;
2. Ses contributions peuvent avoir avantage l'un ou l'autre ou tous les groupes de femmes (professeures, étudiantes, membres du personnel) de la communauté universitaire;
3. Ses réalisations peuvent avoir eu diverses formes, notamment un leadership organisationnel, la mise en œuvre de politiques, une mesure législative, la publication, des initiatives pédagogiques ou un dévouement exceptionnel;
4. La qualité remarquable de la contribution peut être celle d'un projet ou d'une activité unique ou bien peut être constituée par un grand nombre de réalisations écheonnées sur une longue période de temps, au cours d'un engagement suivi dans le soutien de l'avancement des femmes à l'université;
5. Ses contributions à l'avancement des femmes dans l'université peuvent s'être concentrées à l'échelle locale (dans une seule université), ou à l'échelle provinciale, régionale ou nationale, ou à tous ces niveaux à la fois.

## Date limite :

La date limite de réception des mises en candidature pour le prix Sarah-Shorten 2004, est le 30 janvier 2004, mais le Comité du statut de la femme de l'ACPU accueillera des candidatures n'importe quand pour les lauréates futures.

Prière d'adresser les mises en candidature à l'adresse suivante : Comité du statut de la femme ACPU, 2675, promenade Queensview Ottawa (Ontario) K2B 8K2

Athabasca University  
Canada's Open University

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 26,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing quality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the position of:

Assistant/Associate Professor, Business  
Policy and Strategy,  
Centre for Commerce and Administrative  
Studies (School of Business)

The incumbent will be part of a highly motivated team advancing technological boundaries in undergraduate business education and delivering business courses and degree programs throughout North America and, increasingly, globally via the World Wide Web.

The successful candidate will be nearing completion or hold a Ph.D. in business or management with an emphasis in business policy and strategy and add-on to teaching business policy and strategy, an ability to teach any of the following areas would be considered an asset: administrative principles, international business, organizational change, entrepreneurship, organizational behaviour or human resource management. Managerial and professional experience would also be an asset. A strong (or developing) research background, innovative approaches to teaching, excellent writing skills and competence in the use of computing technology are vital. Ability to make a significant contribution to the development of Athabasca University's undergraduate management programs is important.

This is a tenure-track position. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Please refer to the full job profile on our Web site at:

[www.athabasca.ca/jobprofiles](http://www.athabasca.ca/jobprofiles)

Further information about this position may be obtained from Dr. David Annand: Phone (780) 675-6153 or via e-mail, [david@athabasca.ca](mailto:david@athabasca.ca) or Dr. Alex Kondak: Phone (780) 675-6807 or via e-mail, [alex@athabasca.ca](mailto:alex@athabasca.ca)

All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority.

Applicants should forward a letter of application, a resume and the names and addresses of three references to: Co-ordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T8S 2A3; by e-mail: [resume@athabasca.ca](mailto:resume@athabasca.ca) or fax: (780) 675-6153. Please quote competition # CB-03.

This position will remain open until a suitable candidate has been found; however, the selection committee will start reviewing applications after October 31, 2003.



Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities. Athabasca University is located in the town of Athabasca, nestled in the picturesque Athabasca River Valley of north central Alberta, 145 km north of Edmonton. The successful applicant may consider residence in Athabasca, Edmonton or surrounding communities. Visit our web site at [www.athabasca.ca](http://www.athabasca.ca) To learn more about the town of Athabasca, visit: [www.town.athabasca.ab.ca](http://www.town.athabasca.ab.ca)

Memorial  
University of NewfoundlandTENURE-TRACK POSITION  
Physical Oceanography

The Department of Physics and Physical Oceanography at Memorial University of Newfoundland invites applications for a tenure-track faculty position from individuals in the area of physical oceanography. It is intended that the position will have a primary focus in the numerical modeling of ocean circulation, although applicants with interests in other areas will be considered. The appointment will be made at the Assistant or Associate Professor level. The anticipated starting date is August 1, 2004. Applicants should have a doctoral degree in an appropriate discipline, relevant postdoctoral experience and an established publication record. The successful applicant will be expected to develop an active research program and to teach at the graduate and undergraduate levels. Many members of the Department participate in interdisciplinary degree programs in Computational Science and Environmental Science and the successful applicant will also be expected to participate in and contribute to interdisciplinary activities in such areas.

The Department has strong externally funded research programs in several areas including ocean modeling, ocean circulation, ocean acoustics, coastal oceanography, laboratory fluids, atomic and molecular relaxations, optical and vibrational spectroscopy, magnetism, polymer physics, membrane biophysics, and non-linear dynamics (for more details, see the Department's web site: [www.physics.mun.ca](http://www.physics.mun.ca)).

Applications, including a C.V., the names of three references and a statement of research interests, should be submitted to: Dr. J.P. Whitehead, Head, Department of Physics and Physical Oceanography, Memorial University of Newfoundland, St. John's, NL A1B 3X7. Consideration of applications will begin January 31st, 2004.

Memorial University is committed to employment equity and encourages applications from qualified men and women, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays a major role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is part of a lively, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

2004  
Sarah Shorten  
AWARD

## Request for Nominations

The CAUT Status of Women Committee requests nominations for the 2004 Sarah Shorten Award.

The Sarah Shorten Award was established in 1990 to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities.

Faculty associations, student groups of women committees, or any other interested parties are invited to submit nominations for the Sarah Shorten Award. Nominations, once made, will remain in the nomination pool for the following year and will then expire. Renominations will be accepted.

## Nominations should include the following:

- a letter of nomination giving a detailed statement describing specifically the contributions and achievements of the candidate as they relate to the advancement of women in the university;
- a full curriculum vitae; and
- letters of support (please indicate your willingness to release your letter to the recipient of the award).

## The criteria used by the Committee for its recommendation to CAUT Council are as follows:

1. Candidates need not be a member of the university community but the results of their contribution(s) must have benefited women in the university;
2. Candidate's contribution(s) may have benefited any or all groups of women (faculty, students, staff) in the university community;
3. The form(s) of the candidate's achievement(s) may include but are not limited to the following: organizational leadership, policy implementation, legislation, publication, educational initiatives, or dedicated service;
4. The outstanding quality of the contribution may derive from the result of a single project or activity, or the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the university; and
5. The candidate's contributions to the advancement of women in the university may have been focused locally (in a single university), provincially, regionally, nationally, or a combination of these.

## Nomination deadline:

The nomination deadline for the 2004 Sarah Shorten Award is January 30, 2004, but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

Nominations should be addressed to:  
Status of Women Committee  
CAUT, 2675 Queensview Drive  
Ottawa, ON K2B 8K2

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS  
ASSOCIATION CANADIENNE DES PROFESSEURS ET PROFESSEURS D'UNIVERSITÉ



# CAREERS CARRIÈRES



UNIVERSITY OF  
CALGARY

## Canada Research Chair in Social Context of Technology (SSHRC Tier 1)

The Faculty of Communication and Culture invites applications and nominations for a Tier 1 Canada Research Chair in the Social Context of Technology. This appointment, at the rank of Professor, will involve leadership in the Faculty's Science, Technology, and Society program. The area of Social Context of Technology has been identified as a priority and area of excellence in the University's academic plan for research and teaching.

The successful candidate should hold an earned PhD, currently hold a senior position, and demonstrate a strong research and teaching record. There is normally up to a 50% teaching load reduction for holders of Canada Research Chairs at the University of Calgary.

Calgary offers a rich environment for research and teaching in social dimensions of technology. In the Faculty, the Communication Studies program is a national leader with important strengths in ICT. As well, the Development Studies and Law and Society programs provide additional support to the Science, Technology, and Society program. The Faculty has affiliations with two relevant research consortia, The Centre for Innovation Studies, and the Canadian Science and Innovation Indicators Consortium. The University's widely recognized Departments of Computer Science and Electrical and Computer Engineering have recently undergone substantial expansion. The city is a centre for the wireless telecommunications industry, and the Province of Alberta has recently created the Alberta Informatics Circle of Research Excellence (ICORE) to support and promote Alberta leadership in research in ICT fields through several grant programs.

Applicants should submit their curriculum vitae, a detailed statement of current and future research plans, and the names and contact information of at least three references directly to: **Dr. Kathleen Scherf**, Dean, Faculty of Communication and Culture, at the address below. Fax: (403) 210-8138; e-mail: ksch@ucalgary.ca

The closing date for nominations and applications is **December 1, 2003**. Applicants should note that final approval of appointments to Canada Research Chairs is made by the Canada Research Chair Secretariat in Ottawa on nomination by the University. The successful candidate should expect appointment to commence July 1, 2005.

## Associate Professor, Nursing

Applications for a tenure track position are invited at the Associate Professor level to support the University of Calgary Faculty of Nursing emphasis on research, scholarship, practice, and teaching excellence. The Faculty of Nursing has undergraduate (regular and 2nd degree), post-diploma, masters, nurse practitioner and doctoral programs. Our Faculty has approximately 1,000 students and 46 full-time faculty. The Southern Alberta Nursing and Health Research Resource Unit (SANHRRU) is based in the Faculty.

We are closely involved with the Calgary Health Region and other regional health agencies.

Undergraduate partners include Mount Royal College, Medicine Hat College, and Centennial College.

We are seeking to fill one position commencing January 1, 2004. Qualifications must include doctoral preparation with at least one graduate degree in nursing, and a strong research program. We particularly welcome applicants with a background in community health, acute care, or health policy.

Aside from teaching and research commitments, he/she will be expected to provide leadership as Associate Dean Research and Director of SANHRRU for the first 3 years or as negotiated. The successful applicant will require administrative, networking, mentoring skills and a vision for collaborative practice-oriented research.

Please send a curriculum vitae and the names, addresses, email, telephone and fax numbers of three references by **October 15, 2003** to **Dr. Marlene Reimer**, Acting Dean, Faculty of Nursing, at the address below. Fax: (403) 282-5820.

Call (403) 220-4645/6492 for a recruitment information package.

Visit the Faculty of Nursing web page at [www.ucalgary.ca/NU/](http://www.ucalgary.ca/NU/)

All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. If suitable Canadian citizens and Permanent Residents cannot be found, other individuals will be considered.

## Associate/Full Professor, Marketing Area

The Haskayne School of Business is seeking an associate/full professor of marketing. A PhD and an established publication record in strong academic journals are required for this tenure-track position. The successful candidate will engage in a program of research that emphasizes B2B; services, relationship and international marketing; innovation and new product development; sales management; and consumer research. High motivation for teaching at both the undergraduate and graduate levels, supervising graduate thesis research students and interest in mentoring junior colleagues also are requirements. Anticipated starting date is January 1, 2004.

The Haskayne School of Business at the University of Calgary is a progressive and innovative business school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 2,500 full and part-time students currently

enrolled in bachelor's, master's and PhD programs, the business school boasts more than 13,000 alumni in 50 countries around the globe. An AACSB accredited institution, and recognized by the Financial Times as a Top-100 business school, the Haskayne School of Business expects excellence in both research and teaching that is reflected in our balanced teaching loads and research support provided.

With a population close to one million, Calgary is one of Canada's largest head-office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year round.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to: **Dr. Daphne G. Taras**, Professor of Industrial Relations, Associate Dean (Research) & Director, PhD & MBA Thesis Programs, Haskayne School of Business, at the address below. Fax: 403-282-0095; E-mail: [daphne.taras@haskayne.ucalgary.ca](mailto:daphne.taras@haskayne.ucalgary.ca)

All applications received before **September 30, 2003** will receive full consideration. This position will remain open until filled.

## Assistant Professor, Marketing Area

The Haskayne School of Business invites applications for an assistant professor tenure-track position in marketing. The successful candidate will hold a PhD, or nearly completed doctorate, in marketing. A record of teaching excellence and a scholarly research agenda are required. Relevant professional experience is desired. Research specialty and teaching preference is open; however, current teaching opportunities include sales management, services marketing, and international marketing. Expected start date is July 1, 2004.

The Haskayne School of Business is a progressive and innovative business school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 2,500 full and part-time students currently enrolled in bachelor's, master's and PhD programs, the business school boasts more than 13,000 alumni in 50 countries around the globe. An AACSB accredited institution, and recognized by the Financial Times as a Top-100 business school, the school supports excellence in research and teaching through balanced teaching loads and generous research support.

With a population close to one million, Calgary is one of Canada's largest head-office cities and enjoys a vibrant economy based on energy, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent cultural and recreational opportunities year round.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to: **Dr. Jack Kulchitsky**, Chair, Marketing Recruiting Committee, Haskayne School of Business, at the address below. Fax: 403-284-7916; E-mail: [jack.kulchitsky@haskayne.ucalgary.ca](mailto:jack.kulchitsky@haskayne.ucalgary.ca)

Faculty members will be interviewing at the AMA Summer Educator's Conference in Chicago; however, all applications received before **October 31, 2003** will receive full consideration. This position will remain open until filled.

## Assistant Professor, Communications, Professional Writing

The Faculty of Communication and Culture, a dynamic faculty dedicated to innovative, interdisciplinary teaching and research at the graduate and undergraduate levels, invites applications for a tenure-track assistant professor position in the area of Professional Communication. The successful candidate should hold an earned PhD, have a promising publication program. Beginning July 1, 2004, the successful applicant will teach courses in rhetoric and spoken and written discourse, with an emphasis on technical and professional communication. Candidates should have expertise in writing pedagogy and rhetorical history, theory and criticism, and a commitment to interdisciplinarity and collaboration in teaching and research. The candidate will contribute to faculty initiatives such as the study of "Social Contexts for Technology," the formation of teaching and/or research partnerships with industry and community organizations, and the integration of learning technologies such as Blackboard. Preference will be given to applicants with an ability to teach qualitative and quantitative research methods and who can teach one or more courses for our Faculty's programs outside of Communication Studies. We are seeking a committed scholar who can develop an active research program and supervise graduate students.

Applicants should submit their curriculum vitae, a detailed statement of current and future research plans, and the names and contact information of at least three references directly to: **Dr. Kathleen Scherf**, Dean, Faculty of Communication and Culture, at the address below. Fax: (403) 210-8138; e-mail: [kath@ucalgary.ca](mailto:kath@ucalgary.ca)

The application deadline is **November 1, 2003**. The successful candidate should expect appointment to commence July 1, 2004.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

To see all University of Calgary academic positions, please visit [www.ucalgary.ca/hr/career](http://www.ucalgary.ca/hr/career)